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ABSTRACT

This report is the sixth in a series covering salary schedules used in 2-year institutions. The salary schedules reported cover 50,640 full-time faculty members, who represent 61.1 percent of the estimated total full-time faculty in 2-year colleges in 1972-73. The data were supplied by the colleges in response to an NEA research questionnaire. The first section of the report contains an overview of the major types of salary schedules being used by the 536 public and 49 nonpublic 2-year colleges, followed by detailed reviews of scheduled minimum and maximum salaries, increment structures, and salaries scheduled statewide. The next section provides a listing, by institution, of scheduled minimum and maximum salaries and numbers of increments for those institutions not withholding permission for the publishing of these data. The last section provides examples of some comprehensive salary schedules. (Author/DB)

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RESEACH REPORT 1973-R6

Faculty Salary Schedules in Community-Junior Colleges, 1972-73

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FACULTY SALARY SCHEDULES IN COMMUNITY-JUNIOR COLLEGES, 1972-73

Research Report 1973-R6

William S. Graybeal, Project Director

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FOREWORD

THIS REPORT, *Faculty Salary Schedules in Community-Junior Colleges, 1972-73*, reviews current salary scheduling practices in an expanding segment of American education. The salary schedule materials of these institutions vary widely in format and coverage of the policies which, in turn, differ widely in scope and structure. The user of these data should be aware of the limitations deseribed in the report and take them into consideration when making interpretations.

This report provides useful information about salary schedules, national status and trends in scheduled salaries, examples of the texts of salary schedules and identification of scheduled minimum and maximum salaries in each 2-year institution. The examples are included only for illustration; no endorsement or approval of the schedules or policies by the National Education Association or by NEA Research is implied.

Periodically as the data were being received and processed, advance reports of levels and trends in salaries scheduled for 1973-74 as well as for 1972-73 by individual institutions were sent to higher education leaders in NEA affiliated associations.

NEA Research is grateful to the institutions that provided the basic data for this study, and expresses its special appreciation to the selected institutions that gave permission to have their salary schedules and policies reproduced in this report.

This study was prepared by William S. Graybeal, Higher Education Studies, with the assistance of various units of NEA Research.

W. JACK TENNANT
Associate Director of Research

INTRODUCTION

THIS REPORT is the sixth in a series covering salary schedules used in 2-year institutions. (Salary schedules of 4-year institutions are reported in a separate study.) The information given here is derived from salary schedule data supplied by the 2-year colleges in response to an NEA Research questionnaire.

The salary schedules reported in this study cover 50,640 full-time faculty members. They represent 61.1 percent of the estimated total full-time faculty in 2-year colleges in 1972-73.

The first section of this report contains an overview of the major types of salary schedules being used by the 536 public and 49 nonpublic 2-year colleges, followed by detailed reviews of scheduled minimum and maximum salaries, increment structures, and salaries scheduled state-wide. The next section provides a listing, by institution, of scheduled minimum and maximum salaries and numbers of increments for those institutions not withholding permission for the publishing of these data. The last section provides examples of some comprehensive salary schedules.

In the survey questionnaire the salary schedule was defined as an officially adopted schedule which designates minimum and maximum salaries for each rank, and generally also designates the number and amounts of salary increments for faculty members of each rank. Materials forwarded by some institutions were not used in this report because they did not identify the minimum and maximum salaries for at least two preparation levels or ranks.

Some of the 2-year institutions whose salary schedules are summarized in this report are not among those responding to the questionnaire. Schedules from these institutions have been included in this report for the following reasons: (a) The institution is covered by a state-wide schedule which has been included in this study. (b) The institution is a part of a community college district for which a salary schedule has been received. (c) Institutions not responding to the questionnaire had reported their salary schedules in earlier editions of this series and sent the 1972-73 schedule upon request.

The Schedules

The scheduled salaries in 2-year institutions are structured on levels of academic preparation completed, or faculty ranks, or both. As shown below, seven-tenths of the public institutions (381 of 536 institutions) base scheduled faculty salaries upon level of educational preparation. The four most widely used levels (bachelor's degree, master's degree, master's degree plus one year, and doctor's degree) are reviewed throughout this report. The use of academic preparation as the base for scheduled salaries is most prevalent among the largest public 2-year institutions.

The following is a percentage distribution of public 2-year institutions by the base of their salary schedules with the information grouped by size of institutional enrollment:

Enrollment	Schedule based on: Preparation level	Schedule based on: Faculty rank	Total[a]: Number	Total[a]: Percent
Under 1,000 . . .	65.5	39.8	171	105.3
1,000 to 1,999 .	71.9	35.6	135	107.5
2,000 or more .	74.8	28.3	230	103.1
All institutions	71.1	33.8	536	104.9

[a]The total number of salary schedules is smaller than the sum of the schedules based on preparation and on faculty rank because 26 schedules use *both* of these structures (9 in institutions enrolling under 1,000; 10 in institutions enrolling 1,000 to 1,999; and 7 in institutions enrolling 2,000 or more).

The schedules of 26 public institutions contain a structure which provides for minimum and maximum salaries for both the level of educational preparation and faculty rank. Almost one-half (11) of these dual structured schedules apply to community colleges and technical institutes in Tennessee.

Of the 49 nonpublic 2-year institution schedules in this summary, less than half (22 institutions) use faculty rank as the basis for the salary schedule.

Regional distributions of the 2-year institutions by control, size, and basis for salary scheduling are provided in Table 1. More than one-third of all 2-year institutions having salary schedules are in the West. Three-eighths of the public institutions having salary schedules are in the West, but this region contains the smallest percentage (7.4 percent) of the nonpublic institutions having schedules. Public institutions having schedules based on academic preparation are largely in the West, and to a lesser extent, in the middle states. Public institutions having schedules based on faculty rank are clustered heavily in the Northeast. Two-fifths of the nonpublic 2-year institutions having salary schedules are in the Southeast.

The summary below shows that the distribution of public 2-year institutions by size of enrollment is somewhat different for institutions basing their schedules on academic preparation from that of institutions basing their salary schedules on faculty rank. A larger percentage of the institutions basing their schedules on faculty rank enroll under 1,000 students. It also shows that about seven-tenths of the faculty are employed in the large institutions which comprise about two-fifths of the total group.

The unit of information in this report is the *institution* rather than the *individual faculty member.* Thus, when information is interpreted to apply to faculty personnel, it should be weighted toward conditions in the large institutions.

The schedules of 101 institutions (18.8 percent of the public 2-year institutions) in nine states are part of a state-wide salary schedule which appears to apply to all public 2-year colleges within a state. Additional states may have such state-wide policies, but these were not obvious from the individual schedules analyzed.

Institution group by enrollment	Institutions		Faculty	
	Number	Percent	Number	Percent
SCHEDULE BASED ON ACADEMIC PREPARATION				
Under 1,000	112	29.4	3,739	10.8
1,000-1,999	97	25.5	5,687	16.4
2,000 or more ...	172	45.1	25,272	72.8
Total	381	100.0	34,698	100.0
SCHEDULE BASED ON FACULTY RANK				
Under 1,000	68	37.6	1,948	11.8
1,000-1,999	48	26.5	3,150	19.1
2,000 or more ...	65	35.9	11,406	69.1
Total	181	100.0	16,504	100.0

TABLE 1. -- REGIONAL DISTRIBUTION OF 2-YEAR INSTITUTIONS HAVING SALARY SCHEDULES, BY CONTROL AND BY BASIS OF SCHEDULED SALARIES

REGION[a]	PERCENT OF INSTITUTIONS						
	SALARY SCHEDULE BASED ON ACADEMIC PREPARATION		SALARY SCHEDULE BASED ON FACULTY RANK		TOTAL		GRAND TOTAL
	PUBLIC	NONPUBLIC	PUBLIC	NONPUBLIC	PUBLIC	NONPUBLIC	
1	2	3	4	5	6	7	8
NORTHEAST	1.3	15.6	51.4	54.5	17.4	31.5	18.7
SOUTHEAST	17.8	56.3	22.1	18.2	19.2	40.7	21.1
MIDDLE	30.2	21.9	15.5	18.2	25.4	20.4	25.0
WEST	50.7	6.3	11.0	9.1	37.9	7.4	35.2
TOTAL PERCENT	100.0	100.1	100.0	100.0	99.9	100.0	100.0
NUMBER REPORTING	381	32	191	22	562[b]	54[b]	616[b]

[a]NORTHEAST: Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont. SOUTHEAST: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Caroiina, Tennessee, Virginia, West Virginia. MIDDLE: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin. WEST: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oklahoma, Oregon, Texas, Utah, Washington, Wyoming.

[b]Includes 26 public institutions and 5 nonpublic institutions counted twice because their schedules are based on both academic preparation and faculty rank.

I. SCHEDULED MINIMUM AND MAXIMUM SALARIES

THIS SECTION reviews institutional data by control of the institution and the base of the salary schedule. In addition to reporting the levels of scheduled salaries in 1972-73, the summaries show the trends in the levels of scheduled salaries and selected characteristics of the structure of scheduled minimum and maximum salaries in 1972-73.

Academic Preparation

Scheduled minimum and maximum salaries in public 2-year institutions basing their schedules on educational preparation are summarized in Table 2. The mean scheduled salaries and the percentages of increase from 1971-72 to 1972-73 in the 381 public institutions which structure salary schedules by academic preparation are as follows:

Academic preparation	Mean scheduled salary, 1972-73	Percent increase over 1971-72
MINIMUM SALARIES		
Bachelor's degree	$ 7,877	4.6
Master's degree	8,692	3.8
6 years	9,478	3.1
Doctor's degree	10,646	2.3
MAXIMUM SALARIES		
Bachelor's degree	$11,817	5.0
Master's degree	13,302	5.5
6 years	14,426	3.9
Doctor's degree	16,189	4.2

For each level of academic preparation the mean of the scheduled salaries in small institutions is smaller than those in large institutions. This may be a function of institution location as well as of size.

All but one of these 381 schedules (99.7 percent) provide minimum and maximum salaries for the master's degree: 82.4 percent do so for the bachelor's degree; 89.8 percent for the 6-year level; and 88.5 percent for the doctor's degree.

The summary in Table 3 shows that the percentage increase for 1972-73 in mean scheduled minimum and maximum salaries for the six-year and doctor's degree levels for all reporting public 2-year institutions is next to the smallest in this series of surveys. The smallest percents of increase were reported in 1971-72. (The first period shown, 1965-66 to 1967-68, reflects a two-year change.)

Percentage increases in mean *minimum* scheduled salaries for the entire seven-year period, 1965-66 to 1972-73, varied from a low of 43.4 percent for the bachelor's degree to a high of 46.9 percent for the doctorate. The following are the percentages of increase for the period showing the improvement in mean *maximum* scheduled salaries: 49.8 percent increase for the bachelor's degree; 48.3 percent for the master's degree; 47.3 percent for six-years' preparation; and 50.3 percent for the doctorate.

The summary of data for institutions grouped by size of enrollment shows that for 1972-73 the largest institutions had larger percentages of increase in mean scheduled salaries than is observed in the small and medium-size institutions at all levels except the doctor's degree.

The mean scheduled minimum and maximum salaries in 297 public 2-year institutions reporting for *both* 1971-72 and 1972-73 are summarized by size of institution in Table 4. The mean scheduled salaries and the percentages of increase from 1971-72 to 1972-73 in these institutions are:

	Institutions reporting both years	
Academic preparation	Mean scheduled salary, 1972-73	Percent increase over 1971-72
MINIMUM SALARIES		
Bachelor's degree	$ 7,954	4.6
Master's degree	8,761	3.7
6 years	9,579	3.6
Doctor's degree	10,750	2.6
MAXIMUM SALARIES		
Bachelor's degree	$12,004	5.5
Master's degree	13,431	5.0
6 years	14,632	4.2
Doctor's degree	16,371	4.5

Many salary schedules based on educational preparation provide for salary improvement in recognition of a given amount of preparation beyond a level used in this study. For example, in one institution the maximum salary scheduled for the master's degree is increased by $925 for 15 semester hours completed beyond the master's degree. The scheduled minimum and maximum salaries used in this study are those provided for faculty having no more or no less than the given level of preparation; the salary improvement scheduled for faculty earning additional credits is not included in the range between minimum and maximum salaries listed for a given level of preparation. As a result, the listed range between minimum and maximum scheduled salaries for a given level of preparation may not be as large in schedules having intermediate levels of preparation as would be expected in schedules which provide only four levels of salary recognition for educational preparation. Therefore, the summaries of scheduled maximum salaries tend to be conservative estimates of the actual maximum scheduled salaries for faculty having *at least* a given level of preparation because many faculty may exceed the listed maximum salary as a consequence of having attained one or more of the intermediate levels of educational preparation. Institutions having these intermediate levels of educational preparation recognized in scheduled minimum and maximum salaries are identified by appropriate footnotes in the third section of this report.

The relationship of the 1972-73 minimum and maximum scheduled salaries at each of the four preparation levels to the scheduled minimum salary for the master's degree was estimated through use of mean scheduled salaries, as shown below.

Academic preparation	Ratio of mean salary to mean minimum salary for master's degree (M.A. = 1,000)
MIMIMUM SALARIES	
Bachelor's degree . . .	.906
Master's degree	1.000
6 years	1.090
Doctor's degree	1.225
MAXIMUM SALARIES	
Bachelor's degree . . .	1.360
Master's degree	1.530
6 years	1.660
Doctor's degree	1.863

Differences in the numbers of institutions providing separate salary scales for each of these preparation levels reduce the precision of the ratio estimates.

In the preceding summaries the salary schedule information has been compiled with the institution as the unit of data. Because the large institutions tend to have higher scheduled salaries than the small institutions, this procedure provides a lower national average of scheduled salaries than would be observed if the scheduled salaries were accumulated on the basis of the number of faculty covered by each salary schedule.

Because summaries of faculty salaries *paid* are based on the individual faculty salary as the unit of data, a similarly based summary of *scheduled* salaries will provide a comparable and more nearly accurate estimate of the scheduled salary levels of higher education faculty. Difficulties in collecting and maintaining current data about the number of faculty having each preparation level have made it not feasible to further improve the accuracy of the national estimates by weighting each stratum of scheduled salary by the number of faculty to whom it would apply. The following shows the mean of scheduled salaries based on the number of full-time faculty covered by salary schedules, and shows the difference between the means of scheduled salaries using the institution and using the number of faculty as the unit of data.

	Mean (faculty) scheduled salary	Percent above mean (institution) scheduled salary
MINIMUM SALARIES		
Bachelor's degree . .	$ 8,268	5.0
Master's degree	9,047	4.1
Six years	9,886	4.3
Doctor's degree . . .	11,106	4.0
MAXIMUM SALARIES		
Bachelor's degree . .	12,603	6.7
Master's degree	14,027	5.5
Six years	15,227	5.6
Doctor's degree . . .	16,966	4.8

Faculty Rank

Scheduled salaries for 1972-73 in public 2-year institutions structuring their schedules on faculty rank are summarized in Table 5. The mean scheduled salaries and the percentages of increase in

public institutions which base salary schedules upon faculty rank are as follows:

Faculty Rank	Mean scheduled salary, 1972-73	Percent increase over 1971-72
MINIMUM SALARIES		
Instructor	$ 8,600	5.2
Assistant professor	10,043	4.5
Associate professor	11,952	4.3
Professor	13,994	3.1
MAXIMUM SALARIES		
Instructor	$12,302	4.2
Assistant professor	14,535	4.8
Associate professor	16,999	4.7
Professor	19,845	3.5

The means of scheduled salaries are related positively to institution size groupings at all ranks.

All of these 181 schedules provide minimum salaries for instructor and assistant professor and 180 schedules provide maximum salaries for these ranks. All but one of these 181 schedules provide minimum salaries for associate professors; 176 provide them for professors; 178 schedule maximum salaries for associate professors and 174 schedules show maximum salaries for professors.

Table 6 summarizes the changes shown in data reported since 1965-66 in the mean scheduled minimum and maximum salaries for public 2-year institutions basing their schedules on faculty rank. The summary shows that the percentage of change for means of scheduled minimum and maximum salaries in the total group of institutions in 1972-73 is typically not as large as in the years prior to 1971-72.

The small number of institutions in each size group, and the reporting of data for only one year by some institutions contribute to the wide variations in the percentage change among institutions grouped by size.

The percentage increases over the total seven-year period are larger with each higher rank for both scheduled minimum and scheduled maximum salaries. The seven-year percentages of increase range from a low of 45.1 percent for scheduled minimum salaries for instructors to a high of 56.7 percent for scheduled maximum salaries for professors.

The mean scheduled salaries in 1972-73 and percentages of increase from 1971-72 to 1972-73 in 133 public institutions which reported data for *both* years are given in Table 7 by size of institution and summarized as follows:

	Institutions reporting both years	
Faculty rank	Mean scheduled salary, 1972-73	Percent increase over 1971-72
MINIMUM SALARIES		
Instructor	$ 8,572	3.3
Assistant professor	10,032	3.0
Associate professor	11,948	3.0
Professor	14,050	3.1
MAXIMUM SALARIES		
Instructor	$12,145	2.9
Assistant professor	14,375	3.6
Associate professor	16,795	3.7
Professor	19,620	3.6

In the preceding summaries the salary schedule information has been compiled with the institution as the unit of data. Because the large institutions tend to have higher scheduled salaries than the small institutions this procedure provides a lower national average of scheduled salaries than would be observed if the scheduled salaries were accumulated on the basis of the number of faculty covered by each salary schedule.

Because summaries of faculty salaries *paid* are based on the individual faculty salary as the unit of data, a similarly based summary of *scheduled* salaries will provide a comparable and more nearly accurate estimate of the scheduled salary levels of higher education faculty. Difficulties in collecting and maintaining current data about the number of faculty having each rank level have made it not feasible to further improve the accuracy of the national estimates by weighting each stratum of scheduled salary by the number of faculty to whom it would apply. The following shows the mean of scheduled salaries based on the number of full-time faculty covered by salary schedules, and shows the difference between the means of scheduled salaries using the institution and using the number of faculty as the unit of data.

	Mean (faculty) scheduled salary	Percent above mean (institution) scheduled salary
MINIMUM SALARIES		
Instructor	$ 9,358	8.8
Assistant professor .	10,714	6.7
Associate professor .	12,909	8.0
Professor	15,364	9.8
MAXIMUM SALARIES		
Instructor	13,243	7.6
Assistant professor .	15,769	8.5
Associate professor .	18,488	8.8
Professor	21,748	9.6

State-wide Schedules for Public Institutions

Listed in Table 8 are the scheduled minimum and maximum salaries in those states which have been identified as having a state-wide salary schedule for state-supported institutions. These schedules apply to 101 institutions, 18.8 percent of all public 2-year institutions having salary schedules.

Nonpublic institutions

Summaries of the scheduled minimum and maximum salaries in the 49 nonpublic 2-year institutions are provided in Tables 9 and 10. The mean scheduled salaries vary from 6.9 percent to 25.7 percent lower than the mean scheduled salaries in the public institutions enrolling fewer than 1,000 students. The greatest differences are found in scheduled maximum salaries for both educational preparation and academic rank.

Tables 11 and 12 provide a summary of mean scheduled salaries in nonpublic institutions for each of the past five years. With the exception of salaries scheduled for 1971-72 the percents of increase in the mean scheduled salaries based on educational preparation are lower for 1972-73 than in previous years. On the other hand, the percents of increase in scheduled salaries based on faculty rank tend to be higher in 1972-73 than in any previous year studied. The percentages of increase in mean scheduled salaries for nonpublic institutions reporting in both 1971-72 and 1972-73 are shown in Tables 13 and 14.

TABLE 2. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, BY ENROLLMENT AND PREPARATION LEVEL, 1972-73

LEVEL OF PREPARATION AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES					
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
MINIMUM SALARIES							
BACHELOR'S DEGREE							
ENROLLMENT UNDER 1,000	98	5,440	6,689	7,000	7,144	7,500	10,171
ENROLLMENT 1,000-1,999	71	6,000	7,143	7,605	7,664	8,100	9,450
ENROLLMENT 2,000 AND OVER .	145	6,200	7,830	8,612	8,477	9,126	10,585
TOTAL	314	5,440	7,000	7,820	7,877	8,724	10,585
MASTER'S DEGREE							
ENROLLMENT UNDER 1,000	112	6,500	7,452	8,142	8,083	8,553	10,670
ENROLLMENT 1,000-1,999	97	7,200	7,840	8,424	8,494	8,944	12,750
ENROLLMENT 2,000 AND OVER .	172	6,500	8,585	9,300	9,200	9,883	11,540
TOTAL	381	6,500	8,000	8,553	8,692	9,394	12,750
SIX YEARS							
ENROLLMENT UNDER 1,000	97	7,000	8,137	8,800	8,728	9,378	11,413
ENROLLMENT 1,000-1,999	90	7,500	8,599	9,295	9,226	9,735	11,477
ENROLLMENT 2,000 AND OVER .	155	6,900	9,450	10,280	10,093	10,856	12,284
TOTAL	342	6,900	8,676	9,403	9,478	10,350	12,284
DOCTOR'S DEGREE							
ENROLLMENT UNDER 1,000	85	7,350	8,880	9,360	9,690	10,550	12,118
ENROLLMENT 1,000-1,999	88	8,200	9,529	10,380	10,517	11,385	14,750
ENROLLMENT 2,000 AND OVER .	164	8,000	10,202	11,559	11,277	12,101	14,015
TOTAL	337	7,350	9,500	10,609	10,678	11,721	14,750
MAXIMUM SALARIES							
BACHELOR'S DEGREE							
ENROLLMENT UNDER 1,000	98	6,664	8,970	10,606	10,548	12,003	15,018
ENROLLMENT 1,000-1,999	71	6,984	10,300	11,408	11,346	12,615	15,350
ENROLLMENT 2,000 AND OVER .	145	6,650	11,940	13,162	12,906	14,047	19,425
TOTAL	314	6,650	10,526	12,052	11,817	13,395	19,425
MASTER'S DEGREE							
ENROLLMENT UNDER 1,000	112	8,200	10,885	12,299	12,250	13,614	16,557
ENROLLMENT 1,000-1,999	97	8,100	10,689	12,510	12,550	14,173	17,988
ENROLLMENT 2,000 AND OVER .	172	8,652	13,400	14,620	14,412	15,521	19,425
TOTAL	381	8,100	11,865	13,500	13,302	15,078	19,425
SIX YEARS							
ENROLLMENT UNDER 1,000	97	8,090	11,742	13,365	13,128	14,500	16,608
ENROLLMENT 1,000-1,999	90	9,050	12,087	13,669	13,565	15,178	19,992
ENROLLMENT 2,000 AND OVER .	155	9,850	14,970	16,015	15,738	17,024	21,900
TOTAL	342	8,090	12,898	14,758	14,426	16,150	21,900
DOCTOR'S DEGREE							
ENROLLMENT UNDER 1,000	84	9,400	13,105	14,525	14,785	16,455	20,000
ENROLLMENT 1,000-1,999	88	9,850	13,173	15,682	15,240	17,272	19,992
ENROLLMENT 2,000 AND OVER .	164	11,190	16,455	17,946	17,417	18,460	24,850
TOTAL	336	9,400	14,293	16,455	16,189	18,177	24,850

TABLE 3.–MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND ACADEMIC PREPARATION, AND ANNUAL PERCENT OF INCREASE, 1965-66 TO 1972-73

Enrollment (by academic year)	Number of institutions[a]	Bachelor's degree		Master's degree		Six years		Doctor's degree	
		Mean scheduled salary	Percent increase over previous year	Mean scheduled salary	Percent increase over previous year	Mean scheduled salary	Percent increase over previous year	Mean scheduled salary	Percent increase over previous year
1	2	3	4	5	6	7	8	9	10
				MINIMUM SALARIES					
ALL INSTITUTIONS									
1965-66	182	$ 5,492	...	$ 6,023	...	$ 6,535	...	$ 7,246	...
1967-68	221	6,096	11.0	6,744	12.0	7,380	12.9	8,380	15.7
1968-69	310	6,395	4.9	7,076	4.9	7,908	7.2	8,800	5.0
1969-70	315	7,075	10.6	7,767	9.8	8,541	8.0	9,674	9.9
1970-71	277	7,377	4.3	8,147	4.9	8,939	4.7	10,193	5.4
1971-72	356	7,531	2.1	8,374	2.8	9,194	2.9	10,408	2.1
1972-73	381	7,877	4.6	8,692	3.8	9,478	3.1	10,646	2.3
ENROLLMENT UNDER 1,000									
1965-66	91	5,189	...	5,793	...	6,248	...	6,915	...
1967-68	101	5,674	9.4	6,425	10.9	7,004	12.1	7,966	15.2
1968-69	127	5,694	0.4	6,528	1.6	7,262	3.7	8,046	1.0
1969-70	136	6,640	16.6	7,412	13.5	8,138	12.1	9,256	15.0
1970-71	128	6,981	5.1	7,804	5.3	8,539	4.9	9,724	5.1
1971-72	130	6,997	0.2	7,941	1.8	8,702	1.9	9,793	0.7
1972-73	112	7,144	2.1	8,083	1.8	8,728	0.3	9,690	−1.1
ENROLLMENT 1,000 TO 1,999									
1965-66	48	5,478	...	5,990	...	6,503	...	7,217	...
1967-68	52	6,133	12.0	6,707	12.0	7,361	13.2	8,395	16.3
1968-69	69	6,418	4.7	7,037	4.9	7,798	5.9	8,789	4.7
1969-70	83	7,066	10.1	7,761	10.3	8,537	9.5	9,578	9.0
1970-71	66	7,496	6.1	8,201	5.7	9,019	5.6	10,241	6.9
1971-72	100	7,437	−0.8	8,219	0.2	9,004	−0.2	10,138	−1.0
1972-73	97	7,664	3.1	8,494	3.3	9,226	2.5	10,517	3.7
ENROLLMENT 2,000 AND OVER									
1965-66	43	5,990	...	6,547	...	7,095	...	7,816	...
1967-68	68	6,629	10.7	7,246	10.7	7,888	11.2	8,791	12.5
1968-69	114	7,084	6.9	7,710	6.4	8,443	7.0	9,418	7.1
1969-70	96	7,617	7.5	8,275	7.3	9,096	7.7	10,177	8.1
1970-71	83	7,920	4.0	8,662	4.7	9,462	4.0	10,740	5.5
1971-72	126	8,190	3.4	8,958	3.4	9,816	3.7	11,081	3.2
1972-73	172	8,477	3.5	9,200	2.7	10,093	2.8	11,210	1.2

TABLE 3.–MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND ACADEMIC PREPARATION, AND ANNUAL PERCENT OF INCREASE, 1965-66 TO 1972-73 (Continued)

Enrollment (by academic year)	Number of institutions[a]	Bachelor's degree		Master's degree		Six years		Doctor's degree	
		Mean scheduled salary	Percent increase over previous year	Mean scheduled salary	Percent increase over previous year	Mean scheduled salary	Percent increase over previous year	Mean scheduled salary	Percent increase over previous year
1	2	3	4	5	6	7	8	9	10
				MAXIMUM SALARIES					
ALL INSTITUTIONS									
1965-66	182	7,889	...	8,971	...	9,795	...	10,769	...
1967-68	221	8,850	12.2	10,031	11.8	11,142	13.8	12,202	13.3
1968-69	310	9,151	3.4	10,484	4.5	11,892	6.7	12,760	4.6
1969-70	315	10,442	14.1	11,568	10.3	12,764	7.3	14,088	10.4
1970-71	277	11,042	5.7	12,284	6.2	13,531	6.0	15,129	7.4
1971-72	356	11,253	1.9	12,612	2.7	13,890	2.7	15,541	2.7
1972-73	381	11,817	5.0	13,302	5.5	14,426	3.9	16,189	4.2
ENROLLMENT UNDER 1,000									
1965-66	91	7,273	...	8,467	...	9,203	...	10,202	...
1967-68	101	7,932	9.1	9,323	10.3	10,466	13.7	11,064	8.5
1968-69	127	7,920	−0.1	9,509	2.0	10,913	4.3	11,032	−0.3
1969-70	136	9,617	21.4	10,764	13.2	11,928	9.3	12,899	16.9
1970-71	128	10,096	5.0	11,486	6.7	12,761	7.0	14,241	10.4
1971-72	130	10,377	2.8	11,807	2.8	12,958	1.5	14,192	−0.3
1972-73	112	10,548	1.6	12,250	3.8	13,128	1.3	14,785	4.2
ENROLLMENT 1,000 TO 1,999									
1965-66	48	7,978	...	8,854	...	9,686	...	10,553	...
1967-68	52	9,001	12.8	9,954	12.4	11,045	14.0	12,388	17.4
1968-69	69	8,989	−0.1	10,163	2.1	11,380	3.0	12,606	1.8
1969-70	83	10,354	15.2	11,596	14.1	12,885	13.2	14,151	12.3
1970-71	66	11,727	13.3	12,556	8.3	13,761	6.8	15,066	6.5
1971-72	100	10,985	−6.3	12,152	−3.2	13,372	−2.8	15,005	−0.4
1972-73	97	11,346	3.3	12,550	3.3	13,565	1.4	15,240	1.6
ENROLLMENT 2,000 AND OVER									
1965-66	43	9,074	...	10,167	...	10,992	...	11,908	...
1967-68	68	9,964	9.8	11,141	9.6	12,100	10.1	13,232	11.1
1968-69	114	10,468	5.1	11,764	5.6	12,901	6.6	14,247	7.7
1969-70	96	11,522	10.1	12,682	7.8	13,804	7.0	15,264	7.1
1970-71	83	12,013	4.3	13,363	5.4	14,478	4.9	16,250	6.5
1971-72	126	12,427	3.4	13,837	3.5	15,185	4.9	16,971	4.4
1972-73	172	12,906	3.9	14,412	4.2	15,738	3.6	17,417	2.6

[a]Some institutions do not maintain scheduled salaries for all levels of preparation.

TABLE 4.—MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND ACADEMIC PREPARATION, AND PERCENT OF INCREASE, 1971-72 AND 1972-73

(Institutions reporting for both 1971-72 and 1972-73)

Enrollment (by academic year)	Number of institutions[a]	Level of academic preparation							
		Bachelor's degree		Master's degree		Six years		Doctor's degree	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	2	3	4	5	6	7	8	9	10
ALL REPORTING INSTITUTIONS									
1971-72	290	$7,601	$11,275	$8,448	$12,792	$9,245	$14,043	$10,473	$15,670
1972-73	297	7,954	12,004	8,761	13,431	9,579	14,632	10,750	16,371
Percent increase		4.6	5.5	3.7	5.0	3.6	4.2	2.6	4.5
ENROLLMENT UNDER 1,000									
1971-72	73	$6,932	$10,147	$7,875	$11,842	$8,533	$12,940	$9,514	$13,886
1972-73	74	7,100	10,583	8,079	12,353	8,737	13,295	9,682	14,959
Percent increase		2.4	4.3	2.6	4.3	2.4	2.7	1.8	7.7
ENROLLMENT 1,000-1,999									
1971-72	69	$7,302	$10,675	$8,075	$11,695	$8,891	$12,857	$10,087	$14,292
1972-73	71	7,580	11,229	8,377	12,242	9,201	13,432	10,424	15,069
Percent increase		3.8	5.2	3.7	4.7	3.5	4.5	3.3	5.4
ENROLLMENT 2,000 AND OVER									
1971-72	148	$8,089	$12,330	$8,905	$13,772	$9,736	$15,085	$10,958	$16,863
1972-73	152	8,509	12,984	9,274	14,511	10,177	15,873	11,329	17,541
Percent increase		5.2	5.3	4.1	5.4	4.5	5.2	3.4	4.0

[a]Some institutions do not maintain scheduled salaries for all levels of preparation and some institutions have data reported for a larger number of campuses in 1972-73 than in 1971-72.

TABLE 5. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON FACULTY RANK, BY ENROLLMENT AND FACULTY RANK, 1972-73

FACULTY RANK AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES				
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
MINIMUM SALARIES							
INSTRUCTOR							
ENROLLMENT UNDER 1,000	68	6,200	7,500	7,775	8,098	8,764	11,048
ENROLLMENT 1,000-1,999	48	6,200	7,500	8,300	8,406	8,889	12,700
ENROLLMENT 2,000 AND OVER .	65	6,200	7,827	8,721	9,268	10,479	12,700
TOTAL	181	6,200	7,500	8,375	8,600	9,126	12,700
ASSISTANT PROFESSOR							
ENROLLMENT UNDER 1,000	68	7,500	8,685	9,015	9,622	10,300	12,600
ENROLLMENT 1,000-1,999	48	7,114	9,000	9,650	9,772	10,726	14,330
ENROLLMENT 2,000 AND OVER .	65	7,500	9,050	10,554	10,684	12,288	14,830
TOTAL	181	7,114	9,000	9,924	10,043	11,141	14,830
ASSOCIATE PROFESSOR							
ENROLLMENT UNDER 1,000	67	7,650	9,900	10,875	11,409	13,020	16,200
ENROLLMENT 1,000-1,999	48	7,472	10,663	11,648	11,667	13,008	17,830
ENROLLMENT 2,000 AND OVER .	65	7,650	10,875	12,391	12,720	14,126	17,830
TOTAL	180	7,472	10,618	11,662	11,952	13,453	17,830
PROFESSOR							
ENROLLMENT UNDER 1,000	64	7,800	11,040	12,375	13,163	15,820	19,800
ENROLLMENT 1,000-1,999	48	7,800	12,375	13,539	13,607	15,118	22,500
ENROLLMENT 2,000 AND OVER .	64	7,800	12,763	14,825	15,115	15,950	22,500
TOTAL	176	7,800	12,278	13,812	13,994	15,820	22,500
MAXIMUM SALARIES							
INSTRUCTOR							
ENROLLMENT UNDER 1,000	68	9,360	10,500	11,786	11,724	12,958	13,500
ENROLLMENT 1,000-1,999	48	10,227	10,600	11,617	12,037	12,837	17,150
ENROLLMENT 2,000 AND OVER .	64	9,300	11,468	12,473	13,114	15,327	17,150
TOTAL	180	9,300	10,887	11,786	12,302	13,249	17,150
ASSISTANT PROFESSOR							
ENROLLMENT UNDER 1,000	68	10,400	12,375	13,934	13,782	15,032	16,130
ENROLLMENT 1,000-1,999	48	10,600	12,960	14,000	14,141	15,319	20,830
ENROLLMENT 2,000 AND OVER .	64	9,900	13,634	14,390	15,630	18,012	20,830
TOTAL	180	9,900	13,000	14,126	14,535	15,500	20,830
ASSOCIATE PROFESSOR							
ENROLLMENT UNDER 1,000	67	11,300	13,875	16,320	16,109	17,460	21,560
ENROLLMENT 1,000-1,999	47	11,200	15,350	16,895	16,650	17,500	25,500
ENROLLMENT 2,000 AND OVER .	64	10,500	15,955	17,100	18,187	20,986	25,500
TOTAL	178	10,500	15,300	16,895	16,999	18,047	25,500
PROFESSOR							
ENROLLMENT UNDER 1,000	64	12,400	15,375	18,380	18,797	21,057	30,200
ENROLLMENT 1,000-1,999	46	11,500	17,313	19,885	19,290	21,106	31,275
ENROLLMENT 2,000 AND OVER .	64	11,100	18,370	20,730	21,292	23,315	31,275
TOTAL	174	11,100	17,593	19,686	19,845	21,107	31,275

TABLE 6.—MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND FACULTY RANK, AND ANNUAL PERCENT OF INCREASE, 1965-66 TO 1972-73

Enrollments (by academic year)	Number of institutions[a]	Instructor		Assistant professor		Associate professor		Professor	
		Mean scheduled salary	Percent increase over previous year	Mean scheduled salary	Percent increase over previous year	Mean scheduled salary	Percent increase over previous year	Mean scheduled salary	Percent increase over previous year
1	2	3	4	5	6	7	8	9	10
				MINIMUM SALARIES					
ALL INSTITUTIONS									
1965-66	69	$ 5,928	...	$ 6,863	...	$ 7,939	...	$ 9,251	...
1967-68	100	6,607	11.5	7,763	13.1	9,016	13.6	10,606	14.7
1968-69	112	7,070	7.0	8,254	6.3	9,663	7.2	11,387	7.4
1969-70	147	7,571	7.1	8,921	8.1	10,531	9.0	12,434	9.2
1970-71	157	8,115	7.2	9,510	6.6	11,262	6.9	13,276	6.8
1971-72	181	8,172	0.7	9,615	1.1	11,459	1.7	13,568	2.2
1972-73	181	8,600	5.2	10,043	4.5	11,952	4.3	13,994	3.1
ENROLLMENT UNDER 1,000									
1965-66	39	5,732	...	6,580	...	7,553	...	8,786	...
1967-68	40	6,398	11.6	7,549	14.7	8,725	15.5	10,481	19.3
1968-69	30	7,461	16.6	8,537	13.1	10,103	15.8	11,833	12.9
1969-70	56	7,234	−3.0	8,658	1.4	10,181	0.8	12,024	1.6
1970-71	76	7,868	8.8	9,340	7.9	11,026	8.3	12,871	7.0
1971-72	81	7,795	−0.9	9,287	−0.6	11,045	0.2	13,029	1.2
1972-73	68	8,098	3.9	9,622	3.6	11,409	3.3	13,163	1.0
ENROLLMENT 1,000-1,999									
1965-66	18	6,281	...	7,433	...	8,549	...	10,121	...
1967-68	22	6,699	6.7	7,752	4.3	9,065	6.0	10,515	3.9
1968-69	33	6,593	−1.6	7,832	1.0	9,097	0.4	10,608	0.9
1969-70	48	7,578	14.9	8,879	13.4	10,580	16.3	12,552	18.3
1970-71	43	7,976	5.3	9,358	5.4	11,074	4.7	13,096	4.3
1971-72	45	8,042	0.8	9,370	0.1	11,130	0.5	13,136	0.3
1972-73	48	8,406	4.5	9,772	4.3	11,667	4.8	13,607	3.6
ENROLLMENT 2,000 AND OVER									
1965-66	12	6,043	...	6,931	...	8,277	...	9,682	...
1967-68	38	6,778	12.2	7,994	15.3	9,295	12.3	10,794	11.5
1968-69	44	7,208	6.3	8,416	5.3	9,839	5.9	11,745	8.8
1969-70	43	8,012	11.2	9,311	10.6	10,935	11.1	12,814	9.1
1970-71	38	8,765	9.4	10,023	7.6	11,939	9.2	14,264	11.3
1971-72	55	8,838	0.8	10,291	2.7	12,332	3.3	14,698	3.0
1972-73	65	9,268	4.9	10,684	3.8	12,720	3.1	15,115	2.8

TABLE 6.—MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND FACULTY RANK, AND ANNUAL PERCENT OF INCREASE, 1965-66 TO 1972-73 (Continued)

Enrollments (by academic year)	Number of institutions[a]	Instructor		Assistant professor		Associate professor		Professor	
		Mean scheduled salary	Percent increase over previous year	Mean scheduled salary	Percent increase over previous year	Mean scheduled salary	Percent increase over previous year	Mean scheduled salary	Percent increase over previous year
1	2	3	4	5	6	7	8	9	10
				MAXIMUM SALARIES					
ALL INSTITUTIONS									
1965-66	69	$ 8,152	...	$ 9,539	...	$10,954	...	$12,667	...
1967-68	100	8,943	9.7	10,761	12.8	12,440	13.6	14,699	16.0
1968-69	112	9,851	10.2	11,616	8.0	13,644	9.7	16,054	9.2
1969-70	147	10,551	7.1	12,529	7.9	14,771	8.3	17,363	8.2
1970-71	157	11,390	8.0	13,466	7.5	15,805	7.0	18,486	6.5
1971-72	181	11,803	3.6	13,872	3.0	16,240	2.8	19,169	3.7
1972-73	181	12,302	4.2	14,535	4.8	16,999	4.7	19,845	3.5
ENROLLMENT UNDER 1,000									
1965-66	39	7,776	...	9,122	...	10,447	...	12,193	...
1967-68	40	8,373	7.7	10,054	10.2	11,619	11.2	13,946	14.4
1968-69	30	9,945	18.8	11,386	13.3	13,554	16.7	16,004	14.8
1969-70	56	10,199	2.6	11,907	4.6	13,951	2.9	16,330	2.0
1970-71	76	11,028	8.1	12,999	9.2	15,212	9.0	17,643	8.0
1971-72	81	11,406	3.4	13,313	2.4	15,475	1.7	18,058	2.4
1972-73	68	11,724	2.8	13,782	3.5	16,108	4.1	18,797	4.1
ENROLLMENT 1,000-1,999									
1965-66	18	8,740	...	10,259	...	11,804	...	13,826	...
1967-68	22	8,991	2.9	10,760	4.9	12,469	5.6	14,778	6.9
1968-69	38	9,578	6.5	11,206	4.1	13,010	4.3	15,016	1.6
1969-70	48	10,280	7.3	12,223	9.1	14,525	11.6	17,158	14.3
1970-71	43	10,964	6.7	12,945	5.9	15,290	5.3	17,912	4.4
1971-72	45	11,439	4.3	13,429	3.7	15,809	3.4	18,747	4.7
1972-73	48	12,037	5.2	14,141	5.3	16,650	5.3	19,290	2.9
ENROLLMENT 2,000 AND OVER									
1965-66	12	8,491	...	9,775	...	11,112	...	12,507	...
1967-68	38	9,530	12.2	11,505	17.7	13,290	19.6	15,451	23.5
1968-69	44	10,028	5.2	12,127	5.4	14,251	7.2	17,002	10.0
1969-70	43	11,331	13.0	13,680	12.8	16,113	13.1	18,897	11.2
1970-71	38	12,596	11.2	14,991	9.6	17,558	9.0	20,773	9.7
1971-72	55	12,693	0.8	15,046	0.4	17,706	0.8	21,026	1.4
1972-73	65	13,114	3.3	15,630	3.9	18,187	2.7	21,292	1.3

[a]Some institutions do not maintain scheduled salaries for all ranks.

TABLE 7.–MEAN SCHEDULED MINIMUM AND MAX MUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND FACULTY RANK, AND PERCENT OF INCREASE, 1971 72 AND 1972-73

(Institutions reporting for both 1971-72 and 1972-73)

Enrollment (by academic year)	Number of institutions[a]	Faculty rank							
		Instructor		Assistant professor		Associate professor		Professor	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	2	3	4	5	6	7	8	9	10
ALL REPORTING INSTITUTIONS									
1971-72	133	$8,296	$11,799	$ 9,739	$13,875	$11,603	$16,202	$13,622	$18,934
1972-73	133	8,572	12,145	10,032	14,375	11,948	16,795	14,050	19,620
Percent increase		3.3	2.9	3.0	3.6	3.0	3.7	3.1	3.6
ENROLLMENT UNDER 1,000									
1971-72	47	$7,950	$11,319	$9,482	$13,293	$11,131	$15,326	$12,943	$17,720
1972-73	47	8,180	11,688	9,704	13,970	11,374	15,947	13,118	18,322
Percent increase		2.9	3.3	2.3	5.1	2.2	4.1	1.4	3.4
ENROLLMENT 1,000-1,999									
1971-72	37	$8,191	$11,676	$9,447	$13,542	$11,296	$15,823	$13,120	$18,221
1972-73	37	8,357	11,994	9,705	14,020	11,618	16,406	13,520	18,942
Percent increase		2.0	2.7	2.7	3.5	2.9	3.7	3.0	4.0
ENROLLMENT 2,000 AND OVER									
1971-72	49	$8,714	$12,361	$10,206	$14,685	$12,288	$17,327	$14,631	$20,529
1972-73	49	9,142	12,940	10,630	15,273	12,795	17,992	15,387	21,417
Percent increase		4.9	3.1	4.2	4.0	4.1	3.8	5.2	4.3

[a]Some institutions do not maintain scheduled salaries for all faculty ranks.

TABLE 8.–MINIMUM AND MAXIMUM SALARIES PROVIDED IN STATE SALARY POLICIES APPLYING TO STATE-SUPPORTED 2-YEAR COLLEGES, 1972-73

State	Academic preparation level or faculty rank															
	Bachelor's degree				Master's degree				Six years				Doctor's degree			
	Minimum	Percent increase over 1971-72	Maximum	Percent increase over 1971-72	Minimum	Percent increase over 1971-72	Maximum	Percent increase over 1971-72	Minimum	Percent increase over 1971-72	Maximum	Percent increase over 1971-72	Minimum	Percent increase over 1971-72	Maximum	Percent increase over 1971-72
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Alabama	...	...	...	...	$ 8,553	10.0	$10,340	10.0	$ 9,378	10.0	$11,165	10.0	$11,385	10.0	$13,173	10.0
Hawaii	$ 7,596	0.0	$13,128	0.0	8,208	0.0	14,208	0.0	9,600	0.0	16,608	0.0	10,380	0.0	17,964	0.0
Minnesota	6,979	0.3	13,162	0.5	8,328	0.4	15,078	0.5	8,803	0.4	15,755	0.5	9,295	...	16,455	...
Nevada	7,000	...	10,630	...	9,100	0.0	13,500	0.0	10,000	0.0	14,500	0.0	11,260	0.0	16,430	0.0
Tennessee (Community Colleges)[a]	6,200	0.0	8,970	5.4	7,200	0.0	12,510	5.5	7,500	0.0	13,840	5.4	8,800	0.0	18,380	5.5
(Technical Institutes)	7,848	...	12,052	...	8,352	...	13,584	...	8,800	...	14,092	...	9,360	...	18,380	...
High	7,848		13,162		9,100		15,078		10,000		16,608		11,385		18,380	
Low	6,979		8,970		7,200		10,340		7,500		11,165		8,800		13,173	
	Instructor				Assistant professor				Associate professor				Professor			
Alaska	$ 9,000	0.0	$12,375	0.0	$12,600	0.0	$15,975	0.0	$16,200	0.0	$19,575	0.0	$19,800	0.0	$23,175	0.0
Connecticut (Community Colleges)	10,479	2.9	12,837	2.4	11,636	2.6	14,126	2.2	14,102	2.2	17,378	1.8	16,398	1.9	20,070	1.5
(Technical Colleges)	11,048	2.8	13,472	2.3	12,270	2.5	14,826	2.1	14,826	2.1	18,234	1.7	17,259	1.8	21,057	1.4
Massachusetts	8,481	4.3	11,617	4.3	9,924	4.3	13,736	4.3	11,895	4.3	16,895	4.3	14,825	4.3	21,107	4.3
Tennessee (Community Colleges)[a]	6,200	0.0	13,290	5.5	7,500	0.0	15,500	5.4	7,650	0.0	16,940	5.4	7,800	0.0	18,380	5.5
(Technical Institutes)[a]	7,340	1.3	13,288	9.3	7,848	1.3	15,500	20.6	9,112	4.2	16,940	26.6	9,872	1.3	18,380	32.1
Virginia	7,500	0.0	10,500	0.0	9,000	0.0	12,375	0.0	10,875	0.0	13,875	0.0	12,375	0.0	15,375	0.0
High	11,048		13,472		12,600		15,975		16,200		19,575		19,800		23,175	
Low	6,200		10,500		7,500		12,375		7,650		13,875		7,800		15,375	

[a] Tennessee provides a schedule based on both educational preparation and academic rank.

TABLE 9. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, 1972-73

LEVEL OF PREPARATION	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES					
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
MINIMUM SALARIES							
BACHELOR'S DEGREE	27	5,200	6,000	6,439	6,530	7,000	8,750
MASTER'S DEGREE	32	5,800	6,748	7,200	7,317	8,034	9,350
SIX YEARS	28	6,200	7,025	7,600	7,847	8,519	10,197
DOCTOR'S DEGREE	28	6,300	7,650	8,775	9,023	10,000	12,463
MAXIMUM SALARIES							
BACHELOR'S DEGREE	27	5,600	6,800	8,050	7,961	8,750	12,125
MASTER'S DEGREE	32	6,800	7,953	9,640	9,701	11,086	14,600
SIX YEARS	28	7,000	8,313	9,987	10,417	12,627	15,200
DOCTOR'S DEGREE	26	7,100	9,450	10,665	11,362	13,438	16,400

TABLE 10. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON FACULTY RANK, 1972-73

FACULTY RANK	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES					
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
MINIMUM SALARIES							
INSTRUCTOR	22	3,860	6,540	7,000	7,047	8,000	9,921
ASSISTANT PROFESSOR	21	5,520	7,900	8,040	8,357	9,120	11,161
ASSOCIATE PROFESSOR	21	6,600	8,900	9,850	9,848	10,600	13,331
PROFESSOR	21	7,048	9,900	11,220	11,191	12,100	16,680
MAXIMUM SALARIES							
INSTRUCTOR	22	5,800	8,275	9,100	9,270	10,313	13,373
ASSISTANT PROFESSOR	21	7,048	9,722	10,680	10,719	11,550	15,235
ASSOCIATE PROFESSOR	20	3,940	11,280	12,429	12,498	13,450	17,796
PROFESSOR	19	9,120	11,740	14,700	13,960	15,300	22,137

TABLE 11.—MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR INSTITUTIONS BY PREPARATION LEVEL, AND ANNUAL PERCENT OF INCREASE, 1967-68 TO 1972-73

Preparation level (by academic year)	Number of institutions[a]	Mean of scheduled minimum salaries	Percent increase over previous year	Mean of scheduled maximum salaries	Percent increase over previous year
1	2	3	4	5	6
BACHELOR'S DEGREE					
1967-68	13	$5,097	...	$ 6,507	...
1968-69	19	5,448	6.9	6,907	6.2
1969-70	18	5,781	6.1	7,491	8.5
1970-71	10	6,395	10.6	8,600	14.8
1971-72	15	6,245	−2.3	7,933	−7.8
1972-73	27	6,530	4.6	7,961	0.4
MASTER'S DEGREE					
1967-68	21	5,778	...	7,667	...
1968-69	30	6,075	5.1	8,032	4.8
1969-70	27	6,407	5.5	8,499	5.8
1970-71	16	7,143	11.5	9,999	17.6
1971-72	21	7,010	−1.9	9,598	−4.0
1972-73	32	7,317	4.4	9,701	1.1
SIX YEARS					
1967-68	15	6,197	...	8,207	...
1968-69	22	6,481	4.6	8,425	4.6
1969-70	20	6,901	6.5	8,966	6.4
1970-71	11	7,892	14.4	10,875	21.3
1971-72	17	7,801	−1.2	10,685	−1.7
1972-73	28	7,847	0.6	10,417	−2.5
DOCTOR'S DEGREE					
1967-68	18	6,996	...	9,208	...
1968-69	27	7,145	2.2	9,662	4.9
1969-70	24	7,782	8.9	10,048	4.0
1970-71	11	8,585	10.3	11,518	14.6
1971-72	18	8,861	3.2	11,541	0.2
1972-73	28	9,023	1.8	11,362	−1.6

[a]Some institutions do not maintain scheduled salaries for all levels of preparation.

TABLE 12.–MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR INSTITUTIONS BY FACULTY RANK, AND ANNUAL PERCENT OF INCREASE, 1967-68 TO 1972-73

Faculty rank (by academic year)	Number of institutions[a]	Mean of scheduled minimum salaries	Percent increase over previous year	Mean of scheduled maximum salaries	Percent increase over previous year
1	2	3	4	5	6
INSTRUCTOR					
1967-68	17	$ 5,818	...	$ 7,889	...
1968-69	31	6,082	4.5	8,042	1.9
1969-70	25	6,533	7.4	8,848	10.0
1970-71	18	6,989	7.0	8,920	0.8
1971-72	21	6,519	−6.7	8,433	−4.5
1972-73	22	7,047	8.1	9,270	9.9
ASSISTANT PROFESSOR					
1967-68	17	6,815	...	9,380	...
1968-69	31	7,231	6.1	9,417	0.4
1969-70	25	7,714	6.7	10,273	9.1
1970-71	18	8,043	4.3	10,537	2.6
1971-72	19	7,658	−4.8	9,705	−7.9
1972-73	21	8,357	9.1	10,719	10.4
ASSOCIATE PROFESSOR					
1967-68	17	7,856	...	10,872	...
1968-69	31	8,326	6.0	10,985	1.0
1969-70	25	8,921	7.2	11,844	7.8
1970-71	18	9,316	4.4	12,290	3.8
1971-72	19	8,933	−4.1	11,289	−9.1
1972-73	21	9,843	10.2	12,498	10.7
PROFESSOR					
1967-68	15	9,039	...	12,768	...
1968-69	29	9,590	6.1	12,668	−0.8
1969-70	24	10,370	8.1	13,904	9.8
1970-71	17	10,748	3.6	14,214	2.2
1971-72	20	10,049	−6.5	13,013	−8.4
1972-73	21	11,191	11.4	13,960	7.3

[a]Some institutions do not maintain scheduled salaries for all faculty ranks.

TABLE 13.–MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR INSTITUTIONS BY LEVEL OF PREPARATION, AND PERCENT OF INCREASE, 1971-72 AND 1972-73

(Institutions reporting for both years)

Preparation level	Number of institutions[a]	Mean of scheduled minimum salaries	Mean of scheduled maximum salaries
1	2	3	4
BACHELOR'S DEGREE			
1971-72	14	$6,337	$7,929
1972-73	14	6,507	7,972
Percent increase		2.7	0.5
MASTER'S DEGREE			
1971-72	17	$6,960	$9,230
1972-73	17	7,178	9,495
Percent increase		3.1	2.9
SIX YEARS			
1971-72	16	$7,360	$ 9,835
1972-73	16	7,684	10,405
Percent increase		4.4	5.8
DOCTOR'S DEGREE			
1971-72	14	$8,548	$10,466
1972-73	14	9,036	11,339
Percent increase		5.7	8.3

[a]Some institutions do not maintain scheduled salaries for all levels of preparation.

TABLE 14.–MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR INSTITUTIONS BY FACULTY RANK, AND PERCENT OF INCREASE, 1971-72 AND 1972-73

(Institutions reporting for both years)

Faculty rank	Number of institutions[a]	Mean of scheduled minimum salaries	Mean of scheduled maximum salaries
1	2	3	4
INSTRUCTOR			
1971-72	13	$6,840	$9,093
1972-73	13	6,982	9,253
Percent increase		2.1	1.8
ASSISTANT PROFESSOR			
1971-72	12	$7,984	$10,362
1972-73	12	8,097	10,575
Percent increase		1.4	2.1
ASSOCIATE PROFESSOR			
1971-72	12	$9,521	$12,284
1972-73	12	9,547	12,602
Percent increase		0.3	2.6
PROFESSOR			
1971-72	13	$10,685	$14,331
1972-73	13	10,858	14,396
Percent increase		1.6	0.5

[a]Some institutions do not maintain scheduled salaries for all faculty ranks.

II. SCHEDULED SALARY INCREMENTS

THE MEAN NUMBERS of salary increments in schedules based on academic preparation (Table 15) range from 9 to 13. For the public 2-year institutions the means are 10 for the bachelor's degree, 12 for the master's degree, 12 for the six-year level, and 13 for the doctor's degree. The mean numbers of increments in nonpublic institutions are from one to three increments smaller than in the public institutions (8 for the bachelor's degree, 10 for the master's, 11 for 6-year, and 10 for the doctor's degree).

The mean amount of increment for the public institutions is $395 at the bachelor's degree level, $407 at the master's, $420 at the 6-year, and $440 at the doctor's. The means in nonpublic institutions range from $206 to $232 and are about two-thirds of the mean amounts in small public institutions at the bachelor's degree level, and about three-fifths at the other levels.

The increment structure in 2-year institution schedules based on faculty rank is summarized in Table 16. The mean number of increments in the public institutions as a whole is nine for each rank. The means in nonpublic institutions range from one increment more (for instructors) to two increments less (for professors) than in public institutions.

The mean amounts of increments for the public institutions are $441 for instructors, $539 for assistant professors, $625 for associate professors, and $723 for professors. The mean amount in nonpublic institutions is approximately seven-tenths of the amounts in small public institutions.

The relationship between the number of increments and the difference between minimum and maximum salaries was investigated for the master's degree in public institutions structuring their salary schedules by academic preparation. The master's degree level was selected because it is most widely used to stratify salaries by academic preparation and is likely to involve a significant portion of the faculty. Because many schedules provide one or more strata of salaries for preparation levels between the master's degree and the six-year level the summaries should be interpreted in very general terms.

Table 17 shows, that among the 70 salary schedules which provide 11 increments, the total amount involved ranges from $2,000 to $6,999. Also, among the 39 salary schedules having a difference of $4,500 to $4,999 between minimum and maximum scheduled salaries, the total number of increments ranges from fewer than 10 to more than 15, with almost two-thirds of these schedules using 12 or fewer increments.

In Table 18 the weight of differences in the level of scheduled salaries is reduced by expressing the difference between minimum and maximum salaries as a percentage of the minimum scheduled salary. For example, in five institutions having nine or fewer salary increments, the difference between minimum and maximum is between 10 percent and 19 percent of the minimum scheduled salary for the master's degree.

The most widely used combinations provide a general indication of the increment structure in these public 2-year institutions. The schedules having 10 increments tend to provide salary growth amounting to 40 to 59 percent of the minimum scheduled salary over all increments; those having 11 increments, 50 to 59 percent; those having 12 increments, 50 to 89 percent; and those having 9 or fewer increments, 20 to 39 percent.

Some of the variation in salary ranges and numbers of increments may reflect differences in the salary schedule structure and in the level of the minimum scheduled salaries; e.g., about a third of the schedules provide one or more salary strata between the master's degree and the 6-year level of preparation.

Owing to the relatively small number of public 2-year college salary schedules based on professorial rank which provide for increments, and the small total number of salary schedules from nonpublic institutions, a similar review of their increment structure was not attempted.

TABLE 15. -- MEAN AND MEDIAN ANNUAL SALARY INCREMENTS IN PUBLIC AND NONPUBLIC 2-YEAR COLLEGES WITH SALARY SCHEDULES BASED ON ACADEMIC PREPARATION, 1972-73

ACADEMIC PREPARATION	PUBLIC INSTITUTIONS ENROLLMENT			TOTAL	NONPUBLIC INSTITUTIONS
	UNDER 1,000	1,000-1,999	2,000 OR MORE		
1	2	3	4	5	6
BACHELOR'S DEGREE					
NUMBER OF INCREMENTS					
MEAN	10	11	10	10	8
MEDIAN	11	11	10	10	9
AMOUNT OF INCREMENT					
MEAN	$345	$338	$456	$395	$232
MEDIAN	330	360	459	398	225
MASTER'S DEGREE					
NUMBER OF INCREMENTS					
MEAN	12	11	12	12	10
MEDIAN	12	11	11	11	10
AMOUNT OF INCREMENT					
MEAN	$362	$355	$464	$407	$210
MEDIAN	357	358	460	405	180
SIX YEARS OF PREPARATION					
NUMBER OF INCREMENTS					
MEAN	12	12	12	12	11
MEDIAN	12	12	12	12	10
AMOUNT OF INCREMENT					
MEAN	$366	$363	$492	$420	$206
MEDIAN	357	358	486	432	206
DOCTOR'S DEGREE					
NUMBER OF INCREMENTS					
MEAN	13	13	13	13	10
MEDIAN	12	12	12	12	10
AMOUNT OF INCREMENT					
MEAN	$386	$369	$505	$440	$232
MEDIAN	358	364	507	450	209

TABLE 16. -- MEAN AND MEDIAN ANNUAL SALARY INCREMENTS IN PUBLIC AND NONPUBLIC 2-YEAR COLLEGES WITH SALARY SCHEDULES BASED ON FACULTY RANK, 1972-73

FACULTY RANK	PUBLIC INSTITUTIONS ENROLLMENT			TOTAL	NONPUBLIC INSTITUTIONS
	UNDER 1,000	1,000-1,999	2,000 OR MORE		
1	2	3	4	5	6
INSTRUCTOR					
NUMBER OF INCREMENTS					
MEAN	9	8	9	9	10
MEDIAN	7	8	9	8	9
AMOUNT OF INCREMENT					
MEAN	$431	$403	$467	$441	$291
MEDIAN	404	393	407	404	300
ASSISTANT PROFESSOR					
NUMBER OF INCREMENTS					
MEAN	9	8	9	9	9
MEDIAN	8	8	9	8	8
AMOUNT OF INCREMENT					
MEAN	$495	$484	$599	$539	$357
MEDIAN	521	424	500	479	400
ASSOCIATE PROFESSOR					
NUMBER OF INCREMENTS					
MEAN	9	8	9	9	8
MEDIAN	8	8	9	8	8
AMOUNT OF INCREMENT					
MEAN	$584	$585	$675	$625	$417
MEDIAN	599	556	573	568	500
PROFESSOR					
NUMBER OF INCREMENTS					
MEAN	9	9	9	9	7
MEDIAN	8	7	8	8	7
AMOUNT OF INCREMENT					
MEAN	$672	$683	$780	$723	$473
MEDIAN	672	698	712	698	550

TABLE 17. -- DISTRIBUTION OF INCREMENTS SCHEDULED FOR FACULTY WITH THE MASTER'S DEGREE IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, BY NUMBER AND AMOUNT OF INCREMENTS, 1972-73

DIFFERENCE BETWEEN MINIMUM AND MAXIMUM SCHEDULED SALARY	NUMBER OF INCREMENTS								TOTAL
	LESS THAN 10	10	11	12	13	14	15	MORE THAN 15	
1	2	3	4	5	6	7	8	9	10
LESS THAN $1,500	7	6	---	1	---	---	---	1	15
$1,500 - $1,999	14	---	---	---	---	1	1	2	18
2,000 - 2,499	8	1	1	---	---	---	2	5	17
2,500 - 2,999	7	---	1	1	---	1	1	---	11
3,000 - 3,499	6	5	6	2	2	---	1	1	23
3,500 - 3,999	5	3	4	3	1	---	3	1	20
4,000 - 4,499	4	13	8	2	5	5	---	1	38
4,500 - 4,999	2	5	10	8	6	2	3	3	39
5,000 - 5,499	6	5	13	10	2	2	2	8	48
5,500 - 5,999	3	3	11	4	4	3	---	1	29
6,000 - 6,499	1	---	6	1	3	8	2	---	21
6,500 - 6,999	---	1	10	22	1	1	---	5	40
$7,000 OR MORE	---	2	---	---	1	1	---	3	7
TOTAL	63	44	70	54	25	24	15	31	326

TABLE 18. -- DISTRIBUTION OF PUBLIC 2-YEAR COLLEGES BY NUMBER OF INCREMENTS AND BY DIFFERENCE BETWEEN MINIMUM AND MAXIMUM SCHEDULED SALARIES AS A PERCENTAGE OF MINIMUM SCHEDULED SALARY FOR THE MASTER'S DEGREE IN COLLEGES BASING SALARY SCHEDULE ON ACADEMIC PREPARATION, 1972-73

DIFFERENCE BETWEEN MINIMUM AND MAXIMUM SALARIES AS PERCENTAGE OF MINIMUM SALARIES	NUMBER OF INCREMENTS								TOTAL
	9 OR FEWER	10	11	12	13	14	15	16 OR MORE	
1	2	3	4	5	6	7	8	9	10
LESS THAN 10	2	---	---	---	---	---	---	---	2
10 - 19	5	6	---	1	---	---	1	2	15
20 - 29	20	1	1	---	---	2	2	5	31
30 - 39	13	1	5	2	---	---	3	2	26
40 - 49	9	16	18	4	6	2	---	1	56
50 - 59	9	16	25	15	9	8	1	2	88
60 - 69	5	1	11	10	6	4	3	13	53
70 - 79	---	1	3	3	4	8	2	3	25
80 - 89	---	1	7	19	---	---	---	---	27
90 - 99	---	---	---	---	---	---	---	1	1
100 OR MORE	---	---	---	---	---	---	---	2	2
TOTAL	63	44	70	54	25	24	15	31	326

III. SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS

PART A. — SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1972-73

STATE AND INSTITUTION BY CONTROL (* PUBLIC INSTITUTION)	FOOT-NOTE	BACHELORS MINIMUM	BACHELORS MAXIMUM	BACHELORS INCR.	MASTERS MINIMUM	MASTERS MAXIMUM	MASTERS INCR.	SIX YEARS MINIMUM	SIX YEARS MAXIMUM	SIX YEARS INCR.	DOCTORS MINIMUM	DOCTORS MAXIMUM	DOCTORS INCR.
ALABAMA													
*ALEXANDER CITY STATE JR COLL		...	...	..	8,553	10,340	5	9,378	11,165	5	11,385	13,173	5
*FAULKNER ST JR COLLEGE		...	...	..	8,553	10,340	5	9,378	11,165	5	11,385	13,173	5
*GADSDEN STATE JUNIOR COLLEGE		...	...	..	8,553	10,340	5	9,378	11,165	5	11,385	13,173	5
*GEORGE C WALLACE ST TECH J C		...	...	..	8,553	10,340	5	9,378	11,165	5	11,385	13,173	5
*JEFF DAVIS ST JR COLLEGE		...	...	..	8,553	10,340	5	9,378	11,165	5	11,385	13,173	5
*JEFFERSON STATE JUNIOR COLL		...	...	..	8,553	10,340	5	9,378	11,165	5	11,385	13,173	5
*LURLEEN B WALLACE ST JR COLL		...	...	..	8,553	10,340	5	9,378	11,165	5	11,385	13,173	5
*MOBILE STATE JUNIOR COLLEGE		...	...	..	8,553	10,340	5	9,378	11,165	5	11,385	13,173	5
*NORTHEAST ALA ST JR COLLEGE	R	...	...	..	8,553	10,340	5	9,378	11,165	5	11,385	13,173	5
*NORTHWEST ALABAMA ST JR COLL		...	...	..	8,553	10,340	5	9,378	11,165	5	11,385	13,173	5
*PATRICK HENRY STATE JR COLL		...	...	..	8,553	10,340	5	9,378	11,165	5	11,385	13,173	5
*SNEAD STATE JUNIOR COLLEGE		...	...	..	8,553	10,340	5	9,378	11,165	5	11,385	13,173	5
ALASKA													
. . . . .													
ARIZONA													
*COCHISE COLLEGE		...	...	..	7,945	10,555	7	9,080	13,052	10	10,783	15,663	12
*EASTERN ARIZONA COLLEGE	T,R	...	...	..	7,675	10,668	7	8,596	12,357	9	9,978	14,659	12
*MARICOPA JC SYS GLENDALE C C	M	...	...	..	7,830	14,620	11	8,535	15,363	11	9,944	17,428	12
*MARICOPA JC SYS MESA COMM C	M	...	...	..	7,830	14,620	11	8,535	15,363	11	9,944	17,428	12
*MARICOPA JC SYS MRCPA TECH C	M	...	...	..	7,830	14,620	11	8,535	15,363	11	9,944	17,428	12
*MARICOPA JC SYS PHOENIX COLL	M	...	...	..	7,830	14,620	11	8,535	15,363	11	9,944	17,428	12
*MARICOPA JCS SCOTTSDALE C C	M	...	...	..	7,830	14,620	11	8,535	15,363	11	9,944	17,428	12
ARKANSAS													
CROWLEYS RIDGE COLLEGE		...	...	..	6,000	7,200	10	6,250	7,450	10	7,000	8,200	10
*PHILLIPS COUNTY COMM COLLEGE		7,300	8,300	..	7,800	8,800	..	8,300	9,300	..	9,300	10,300	..
*WESTARK JUNIOR COLLEGE		...	...	..	8,000	10,560	12	8,736	12,048	12	9,080	12,800	12
CALIFORNIA													
*ALLAN HANCOCK COLLEGE	B,R	8,830	13,105	9	9,570	15,745	13	11,050	17,225	13	11,650	17,825	13
*BARSTOW COLLEGE	R,S	8,700	14,200	11	9,200	14,700	11	10,200	15,700	11	12,000	17,500	11
*BUTTE JUNIOR COLLEGE	C,W	8,593	14,264	11	9,624	15,296	11	10,656	16,328	11	12,253	17,927	11
*CABRILLO JUNIOR COLLEGE	J	9,482	13,465	7	9,861	15,554	10	10,622	16,884	11	12,266	18,527	11
*CERRITOS JUNIOR COLLEGE	R	8,500	12,804	8	9,038	13,880	9	10,114	16,032	11	11,190	18,184	13
*CHABOT COLLEGE	R	9,090	13,764	9	10,357	17,304	14	10,851	17,998	14	11,353	18,700	14
*CHAFFEY COLLEGE	J	8,880	14,132	11	10,350	15,617	11	11,400	16,667	11	12,575	17,042	11
*CITRUS COLLEGE	J	8,830	13,681	9	9,427	14,817	10	10,621	17,089	12	11,815	18,283	12
*COLLEGE OF MARIN	J,R	9,877	16,479	12	10,580	17,185	12	11,147	17,749	12	12,209	18,812	12
*COLLEGE OF THE CANYONS	C,R	9,063	14,926	11	9,888	15,751	11	10,714	16,577	11	12,364	18,227	11
*COLLEGE OF THE REDWOODS	A,R	8,304	13,785	11	8,968	15,362	11	9,716	17,024	11	...	...	..
*COLLEGE OF THE SEQUOIAS	R	9,150	14,100	14	10,400	15,700	14	11,100	16,500	14	12,300	18,000	14
*COLLEGE OF THE SISKIYOUS	R	8,073	10,612	7	9,040	13,562	11	10,007	15,521	12	11,290	17,579	13
*COMPTON COLLEGE	B,J	8,940	14,055	11	9,700	14,815	11	11,220	16,335	11	12,730	17,845	11
*CONTRA COSTA CC DST C C COLL		9,009	13,065	8	10,023	15,093	10	11,037	17,121	12	12,051	18,135	12
*CONTRA COSTA DIABLO VAL COL		9,009	13,065	8	10,023	15,093	10	11,037	17,121	12	12,051	18,135	12
*CUESTA COLLEGE	M	9,225	13,572	8	9,769	15,205	10	10,856	17,379	12	11,944	18,466	12
*EL CAMINO COLLEGE	C,R	9,287	14,300	9	9,937	15,507	10	10,587	16,714	11	11,887	19,128	13
*FOOTHILL JC SYS DE ANZA COLL	C,J,T	8,900	14,710	11	9,600	15,350	11	10,340	16,210	11	11,600	17,640	11
*FOOTHILL JC SYS FOOTHILL COL	C,J,T	8,900	14,710	11	9,600	15,350	11	10,340	16,210	11	11,600	17,640	11
*FRESNO CITY COLLEGE		9,246	14,076	11	9,883	15,196	12	10,436	16,232	13	11,542	17,338	13
*GAVILAN COLLEGE	U,X	8,659	13,279	10	9,187	14,269	11	10,243	16,743	13	10,743	17,243	13
*GLENDALE COLLEGE	D,R	8,700	12,870	10	9,520	15,230	12	10,410	16,670	12	10,810	17,070	12
*GOLDEN WEST COLLEGE	A,J,R	9,247	13,405	9	10,496	15,578	11	12,160	17,704	12	13,547	19,091	12
*GROSSMONT COLLEGE	S	8,825	14,447	13	9,619	15,241	13	11,208	16,829	13	12,502	18,124	13
*HARTNELL COLLEGE	R,S	9,387	14,638	10	9,955	15,731	11	10,524	16,825	12	11,661	18,488	13
*IMPERIAL COLLEGE		9,100	14,050	..	9,900	15,300	..	11,500	17,800	..	13,100	19,400	..
*KERN C C D PORTERVILLE COLL	J,R	9,101	13,833	13	9,607	14,601	13	10,280	15,626	13	11,882	18,060	13
*KERN CC DST BAKERSFIELD COLL	J,R	9,101	13,833	13	9,607	14,601	13	10,280	15,626	13	11,882	18,060	13
*LASSEN COLLEGE		6,945	8,335	3	9,028	15,280	9	...	...	..	9,528	15,780	9
*LONG BEACH CITY COLLEGE	E,R,S	9,230	14,410	10	9,799	16,015	12	10,420	17,154	13	11,818	19,070	14
*LOS ANG CCD L A HARBOR COLL	G,J,R	9,460	13,600	9	9,950	14,270	10	10,470	14,970	9	12,100	18,260	11
*LOS ANG CCD L A PIERCE COLL	G,J,R	9,460	13,600	9	9,950	14,270	10	10,470	14,970	9	12,100	18,260	11
*LOS ANG CCD L A SOUTHWEST CO	G,J,R	9,460	13,600	9	9,950	14,270	10	10,470	14,970	9	12,100	18,260	11
*LOS ANG CCD L A TRADE TEC CO	G,J,R	9,460	13,600	9	9,950	14,270	10	10,470	14,970	9	12,100	18,260	11
*LOS ANG CCD L A VALLEY COLL	G,J,R	9,460	13,600	9	9,950	14,270	9	10,470	14,970	9	12,100	18,260	11
*LOS ANGELES CCD EAST L A COL	G,J,R	9,460	13,600	9	9,950	14,270	9	10,470	14,970	9	12,100	18,260	11
*LOS ANGELES CCD L A CITY COL	G,J,R	9,460	13,600	9	9,950	14,270	9	10,470	14,970	9	12,100	18,260	11
*LOS ANGELES CCD WEST L A COL	G,J,R	9,460	13,600	9	9,950	14,270	10	10,470	14,970	9	12,100	18,260	11
*LOS RIOS CCD AMERICA RIVER C	C,J	8,486	12,656	11	9,409	14,062	11	10,350	15,469	11	12,420	18,696	12
*LOS RIOS CCD COSUMNES RIVER	C,D,J	8,468	12,656	11	9,409	14,062	11	10,350	15,469	11	12,420	18,696	12
*LOS RIOS CCD SACRAMENTO CTY	C,D,J	8,468	12,656	11	9,409	14,062	11	10,350	15,469	11	12,420	18,696	12
*MERCED COLLEGE		8,862	12,850	9	9,748	14,179	10	10,634	15,951	12	11,827	18,058	18
*MIRA COSTA COLLEGE	A,V,R	9,150	13,920	10	9,680	16,570	13	10,900	17,790	13	11,650	18,540	13
*MONTEREY PENINSULA COLLEGE	D,J,T	8,982	14,142	12	10,637	15,984	12	11,334	16,833	12	12,300	17,889	12
*NAPA COMMUNITY COLLEGE	J,U	8,263	12,732	13	8,756	13,986	13	9,717	15,520	13	10,394	16,276	13
*NO ORANGE CO FULLERTON J COL		8,356	12,812	8	10,027	16,154	11	11,141	17,268	11	13,010	19,137	11
*NO ORANGE CO JCD CYPRESS JC		8,356	12,812	8	10,027	16,154	11	11,141	17,268	11	13,010	19,137	11
*ORANGE COAST COLLEGE	A,P,R	9,247	13,405	9	10,496	15,578	11	12,160	18,819	14	13,547	20,763	15
*PALO VERDE COLLEGE		7,200	11,050	11	8,660	12,510	11	9,620	13,470	11	10,700	14,550	11
*PALOMAR COLLEGE	N	8,612	13,455	9	9,688	17,224	14	10,226	17,763	14	11,265	18,801	14
*PASADENA CITY COLLEGE	A,R,V	8,088	14,761	17	8,695	15,367	17	9,908	17,187	17	11,728	19,613	17
*PERALTA J C D FEATHER RIVER	H	...	...	..	9,260	14,372	9	10,682	16,359	10	12,118	18,358	11
*PERALTA J C D GROVE ST COLL	H	...	...	..	9,260	14,372	9	10,682	16,395	10	12,118	18,358	11
*PERALTA J C DST C OF ALAMEDA	R	...	...	..	9,260	14,372	9	10,682	16,359	10	12,118	18,358	11
*PERALTA J C DST LANEY COLL	H	...	...	..	9,260	14,372	9	10,682	16,359	10	12,118	18,358	11

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1972-73(CONTINUED)

STATE AND INSTITUTION BY CONTROL	FOOT-NOTE	BACHELORS MINIMUM	BACHELORS MAXIMUM	BACHELORS INCR.	MASTERS MINIMUM	MASTERS MAXIMUM	MASTERS INCR.	SIX YEARS MINIMUM	SIX YEARS MAXIMUM	SIX YEARS INCR.	DOCTORS MINIMUM	DOCTORS MAXIMUM	DOCTORS INCR.
(* PUBLIC INSTITUTION)													
CALIFORNIA(CONTINUED)													
*PERALTA J C DST MERRITT COLL	H	...	...	..	9,260	14,372	9	10,682	16,359	10	12,118	18,358	11
*RIO HONDO COLLEGE	R,V	8,750	13,750	10	9,850	15,350	11	10,400	16,400	12	11,500	18,000	13
*RIVERSIDE CITY COLLEGE	J	8,824	12,836	8	10,091	15,106	10	11,358	16,875	11	13,125	19,142	12
*SADDLEBACK COMM COLL DIST	A	9,025	13,100	9	9,700	16,050	14	11,050	21,900	24	11,725	24,850	29
*SAN BERNARDINO VALLEY COLL	J,A,R	8,610	13,714	11	10,350	15,454	11	11,516	16,614	11	13,250	18,354	11
*SAN DIEGO C C CITY COLLEGE	R,S	9,290	13,360	10	9,880	13,950	10	11,070	16,130	12	12,850	18,440	13
*SAN DIEGO EVENING COLLEGE	R,S	9,290	13,360	10	9,880	13,950	10	11,070	16,130	12	12,850	18,440	13
*SAN JOAQUIN DELTA COLLEGE	F	9,338	13,975	8	10,365	16,031	10	10,877	17,058	11	11,902	18,874	13
*SAN JOSE CITY COLLEGE		8,972	11,241	6	10,151	15,029	11	11,117	16,607	11	12,101	18,123	11
*SAN MATEO JC SYS C SAN MATEO	R,F	8,750	15,515	11	10,605	17,350	11	10,910	17,660	11	12,442	19,187	11
*SAN MATEO JC SYS CANADA COLL	R,F	8,750	15,515	11	10,605	17,350	11	10,910	17,660	11	12,442	19,187	11
*SANTA ANA COLLEGE	R	9,303	13,884	9	10,126	15,725	11	11,210	17,318	12	12,894	19,002	12
*SANTA BARBARA CITY COLLEGE		...	...	..	9,703	15,013	12	10,604	16,535	13	11,700	18,069	14
*SANTA MONICA COLLEGE	E,J	9,775	14,571	11	10,356	16,024	14	11,518	17,186	14	13,318	18,986	14
*SANTA ROSA JUNIOR COLLEGE	A,R	9,480	14,388	9	10,308	16,392	11	11,568	18,192	11	12,168	18,792	11
*SHASTA COLLEGE	V	9,547	14,837	10	10,076	15,895	11	10,605	16,424	11	11,734	18,082	12
*SIERRA COLLEGE	G	9,700	14,292	10	10,356	15,430	11	11,012	16,948	12	12,419	18,429	13
*SKYLINE COLLEGE		8,750	15,515	11	10,605	17,350	11	11,215	17,960	11	12,442	19,187	11
*SOLANO COMMUNITY COLLEGE	S,C	8,773	12,119	7	9,440	14,698	11	10,107	15,843	12	11,524	16,652	13
*SOUTHWESTERN COLLEGE		9,225	14,043	12	10,101	14,919	12	10,977	16,671	14	12,462	18,156	14
*ST CTR JC SYS REEDLEY COLL	J,R	9,246	14,076	10	9,883	15,196	11	10,436	16,232	12	12,042	17,838	12
*VENTURA CCC DIST MOORPARK C	J,R	9,100	14,560	12	10,010	15,470	12	10,920	16,380	12	12,740	18,200	12
*VENTURA COLLEGE	J,R	9,100	14,560	12	10,010	15,470	12	10,920	16,380	12	12,740	18,200	12
*VICTOR VALLEY COLLEGE	J,R	8,547	12,027	8	10,745	15,529	11	11,477	16,697	12	13,042	18,696	13
*WEST HILLS COLLEGE	J,R	8,916	13,416	12	9,579	14,029	12	10,905	15,405	12	12,216	16,696	12
*WEST VALLEY COLLEGE	R	9,277	12,154	5	10,204	17,070	11	11,133	18,182	11	12,154	18,554	11
*YOSEMITE J C D COLUMBIA J C	R,V	8,761	11,099	6	9,326	12,443	8	10,456	15,162	12	11,721	17,273	14
*YOSEMITE JCD MODESTO JR COLL	R,V	8,761	11,099	6	9,326	12,443	8	10,456	15,162	12	11,721	17,274	14
*YUBA COLLEGE	R,V,X	9,051	14,590	12	9,513	15,051	12	10,435	15,975	12	11,944	17,483	12
COLORADO													
*C C OF DENVER AURARIO CAMP	J	7,400	12,400	..	7,900	12,900	..	8,100	12,900	..	8,400	13,400	..
*C C OF DENVER NORTH CAMPUS	J	7,400	12,400	..	7,900	12,900	..	8,100	12,900	..	8,400	13,400	..
*C C OF DENVER RED ROCKS CAMP	J	7,400	12,400	..	7,900	12,900	..	8,100	12,900	..	8,400	13,400	..
*LAMAR COMMUNITY COLLEGE		...	...	..	7,900	10,300	7	8,200	11,100	9	...	...	..
*MESA COLLEGE	B,M,R	7,875	9,200	5	8,475	11,905	11	8,775	13,425	15	9,375	15,525	20
*MORGAN CO COMM COLLEGE		6,900	8,500	..	8,200	11,900	..	...	...	..	11,000	...	..
*NORTHEASTERN JUNIOR COLLEGE	J,R	7,400	14,800	20	8,140	16,280	22	8,640	16,780	22	9,540	17,680	22
*OTERO JUNIOR COLLEGE	G	7,151	10,526	12	7,480	11,799	14	7,787	12,099	14	8,631	13,995	16
*RANGELY COLLEGE	E,A,B	7,300	10,200	7	8,100	15,400	19	8,700	12,900	14	10,100	16,100	20
CONNECTICUT													
. . . . .													
DELAWARE													
. . . . .													
DISTRICT OF COLUMBIA													
MOUNT VERNON COLLEGE	R	6,300	8,700	8	8,700	12,300	12	9,900	14,100	14	11,100	15,300	14
FLORIDA													
*BREVARD COMMUNITY COLLEGE		8,200	12,900	..	8,700	13,400	..	...	...	..	10,200	14,900	..
*BROWARD COMMUNITY COLLEGE		8,650	14,446	..	9,688	16,781	..	...	...	..	11,851	17,646	..
*CENTRAL FLORIDA CMTY COLL		7,200	13,920	..	7,600	15,273	..	...	...	..	8,200	15,853	..
*CHIPOLA JR COLLEGE		7,000	9,400	15	8,500	10,900	15	9,300	11,700	15	10,600	13,000	15
*DAYTONA BEACH COMM COLL		8,064	12,911	12	8,709	13,944	12	9,406	15,059	12	10,158	16,263	12
*EDISON JUNIOR COLLEGE		7,946	13,866	..	8,364	14,514	..	...	...	..	9,619	16,459	..
*FLA JR COLL JACKSONVILLE		7,732	10,926	..	8,749	12,362	..	...	...	..	9,898	13,986	..
*FLORIDA KEYS COMMUNITY COLL		7,182	14,220	..	7,900	16,423	..	...	...	..	9,149	18,114	..
*HILLSBOROUGH COMMUNITY COLL		8,440	14,067	..	9,378	15,943	..	...	...	..	11,254	16,881	..
*INDIAN RIVER COMMUNITY COLL		8,750	15,350	..	12,750	17,350	..	...	...	..	14,750	19,100	..
*LAKE CITY COMMUNITY COLLEGE		8,053	9,344	..	8,992	11,927	..	...	...	..	11,105	14,040	..
*LAKE-SUMTER COMM COLLEGE		8,440	11,810	20	9,495	12,865	20	9,745	13,365	20	10,550	13,920	20
*MANATEE JUNIOR COLLEGE		8,900	12,800	15	10,100	14,000	15	10,800	14,700	15	11,500	15,400	15
*NORTH FLORIDA JR COLLEGE	R	7,500	11,100	12	8,000	11,120	12	8,640	11,320	12	9,600	12,960	12
*OKALOOSA-WALTON JUNIOR COLL		8,255	11,135	..	8,900	12,800	..	...	...	..	10,150	14,310	..
*PALM BEACH JR COLLEGE		7,800	12,090	10	8,580	14,820	15	8,970	15,210	15	9,750	15,990	15
*PENSACOLA JUNIOR COLLEGE		7,047	14,256	..	7,452	15,309	..	...	...	..	10,125	18,225	..
*POLK JUNIOR COLLEGE		7,550	11,375	..	8,250	12,875	..	...	...	..	9,850	13,675	..
*SAINT PETERSBURG JR COLLEGE		7,650	12,294	..	8,640	13,284	..	...	...	..	9,972	15,084	..
*SEMINOLE JUNIOR COLLEGE		8,340	11,440	..	9,325	12,870	..	...	...	..	10,425	14,525	..
*SOUTH FLORIDA JR COLL		8,260	11,326	..	8,860	13,287	..	...	...	..	8,960	14,287	..
*TALLAHASSEE COMMUNITY COLL		9,720	11,097	..	8,944	14,448	..	...	...	..	9,984	15,648	..
*VALENCIA COMMUNITY COLLEGE		8,034	12,114	..	9,750	13,830	..	...	...	..	10,464	14,544	..
GEORGIA													
YOUNG HARRIS COLLEGE		...	...	..	7,500	8,499	..	8,500	9,999	..	10,000	...	..
HAWAII													
*U OF HAWAII HAWAII COMM COLL	J	7,596	13,128	14	8,208	14,208	14	9,600	16,608	14	10,380	17,964	14
*U OF HAWAII HONOLULU COM COL		7,596	13,128	14	8,208	14,208	14	9,600	16,608	14	10,380	17,964	14
*U OF HAWAII KAPIOLANI C C		7,596	13,128	14	8,208	14,208	14	9,600	16,608	14	10,380	17,964	14
*U OF HAWAII KAUAI COMM COLL		7,596	13,128	14	8,208	14,208	14	9,600	16,608	14	10,380	17,964	14
*U OF HAWAII MAUI COMM COLL		7,596	13,128	14	8,208	14,208	14	9,600	16,608	14	10,380	17,964	14
*U OF HI LEEWARD COMM COLL		7,596	13,128	14	8,208	14,208	14	9,600	16,608	14	10,380	17,964	14

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1972-73(CONTINUED)

STATE AND INSTITUTION BY CONTROL	FOOT-NOTE	BACHELORS MINIMUM	BACHELORS MAXIMUM	BACHELORS INCR.	MASTERS MINIMUM	MASTERS MAXIMUM	MASTERS INCR.	SIX YEARS MINIMUM	SIX YEARS MAXIMUM	SIX YEARS INCR.	DOCTORS MINIMUM	DOCTORS MAXIMUM	DOCTORS INCR.
(* PUBLIC INSTITUTION)													
IDAHO													
*NORTH IDAHO COLLEGE	R	...	...	..	8,220	12,156	12	8,876	13,140	13	9,532	14,452	15
ILLINOIS													
*BELLEVILLE AREA COLLEGE		8,570	13,273	16	9,461	14,887	16	10,129	15,555	16	11,130	18,003	16
*CARL SANDBURG COLLEGE	R	7,950	10,675	9	8,650	12,075	11	9,350	13,900	14	10,350	16,500	18
CENTRAL YMCA COMM COLL		8,750	12,125	9	9,350	14,600	14	9,950	15,200	14	11,150	16,400	14
*COLLEGE OF DUPAGE	A,J,R	...	...	..	9,150	15,097	9	10,248	18,241	12	11,437	22,187	16
*COLLEGE OF LAKE COUNTY	E	...	...	..	9,300	13,718	11	10,555	15,569	11	12,090	17,833	11
*ILLINOIS VALLEY COMM COLLEGE		7,450	10,850	9	8,600	12,000	9	10,100	14,950	12	11,600	17,450	14
*JOHN A LOGAN COLLEGE	H	8,377	11,347	9	8,715	12,015	10	10,070	14,690	14	11,424	16,044	14
*JOLIET JUNIOR COLLEGE	Y	9,500	13,500	10	10,100	16,900	17	11,130	17,930	17	12,850	19,650	17
*KISHWAUKEE COLLEGE	B,R	7,200	10,440	9	8,200	11,890	9	9,430	14,350	12	10,650	16,400	14
*LAKE LAND COLLEGE DIST 517	L,R	7,880	11,480	10	9,080	13,680	13	9,680	14,580	14	...	...	..
*LINCOLN LAND COMM COLL	R	...	...	..	9,675	14,515	10	10,837	17,341	12	11,999	20,399	14
*MC HENRY COUNTY COLLEGE	F	8,505	14,385	14	8,925	14,805	14	9,345	15,225	14	11,025	17,325	15
*PARKLAND COLLEGE	F	7,700	19,425	..	8,700	19,425	..	9,200	19,425	..	9,200	19,425	..
*PRAIRIE STATE COLLEGE	R	8,250	12,320	11	8,970	14,970	15	9,970	17,020	15	11,470	19,720	15
*REND LAKE COLLEGE	H,R	8,086	10,902	8	8,790	11,958	9	10,198	15,126	14	11,958	18,294	18
*SOUTHEASTERN ILL COLL		7,875	11,025	11	8,875	12,025	11	10,075	14,425	15	11,275	16,825	19
*SPOON RIVER COLLEGE	A,J	8,204	13,163	11	8,700	13,163	10	10,188	15,643	12	11,179	17,130	13
*STATE COM C OF EAST ST LOUIS	J,R	8,100	12,600	10	9,000	13,500	10	9,900	14,400	10	11,250	15,750	10
*THORNTON COMM COLLEGE	R	8,867	13,934	8	9,500	15,200	9	10,767	17,734	11	12,667	19,634	11
*TRITON COLLEGE	R,S	8,640	13,392	11	9,600	14,880	11	10,560	17,424	13	12,480	21,840	15
INDIANA													
. . . . .													
IOWA													
*EASTERN IOWA CCD CLINTON C C	S,R	7,392	12,936	20	8,400	13,692	20	9,156	13,944	20	...	...	..
*IOWA C C C EAGLE GROVE	O	6,570	11,353	16	7,300	12,299	16	7,884	13,127	16	...	...	..
*IOWA C C C FORT DODGE	O	6,570	11,353	16	7,300	12,299	16	7,884	13,127	16	...	...	..
*IOWA C C C WEBSTER CITY	O	6,570	11,353	16	7,300	12,299	16	7,884	13,127	16	...	...	..
*IOWA LAKES COMMUNITY COLLEGE	H,J	6,000	10,875	11	7,500	12,750	14	9,000	14,250	14	...	...	..
*IOWA WESTERN CC CLARINDA	R,E	...	...	..	7,380	11,070	15	7,970	12,251	15	...	...	..
*IOWA WESTERN COUNCIL BLUFFS	R,E	...	...	..	7,380	11,070	15	7,970	12,251	15	...	...	..
*KANSAS CITY KS COM JR COLL		...	...	..	7,600	12,056	11	8,100	13,183	11	9,100	14,796	11
*MERG AR VI CC MARSHALLTOWN	R	6,850	11,050	14	7,990	12,190	14	9,430	13,630	14	12,010	16,210	14
*MERGED AREA VI CC ELLSWORTH	R	6,850	11,050	14	7,990	12,190	14	9,430	13,630	14	12,010	16,210	14
*NORTH IOWA AREA COMM COLLEGE		...	...	..	7,670	11,354	10	8,296	13,282	12	...	...	..
OTTUMWA HEIGHTS		6,615	8,671	8	7,350	10,878	12	8,085	13,385	16	...	...	..
*SOUTHEASTERN C C BURLINGTON	J	7,395	11,986	13	7,745	12,353	13	8,445	14,144	16	...	...	..
*SOUTHEASTERN C C KEOKUK	J	7,395	11,986	13	7,745	12,353	13	8,445	14,144	16	...	...	..
*SOUTHWESTERN COMM COLL		7,500	10,800	6	7,800	11,100	10	8,400	11,700	7	9,700	12,900	6
*WESTERN IOWA TECH	R	7,663	14,140	12	9,196	16,433	13	...	...	..	...	...	..
KANSAS													
*ALLEN COUNTY COMM JR COLLEGE		6,555	8,220	6	6,900	9,315	8	...	...	..	...	...	..
*BUTLER COUNTY COMM COLLEGE		6,734	8,141	5	7,403	11,931	10	8,141	13,758	11	8,955	15,921	11
CENTRAL COLLEGE	T	5,200	6,100	12	6,000	7,200	12	6,200	7,400	12	6,950	8,450	12
*COWLEY CO COMM JR COLL		7,075	9,350	10	7,825	11,375	12	8,325	12,225	14	8,825	13,025	15
*FORT SCOTT COMM JR COLLEGE		7,052	8,088	4	7,665	10,395	11	9,278	12,023	13	8,935	13,746	16
*GARDEN CITY COMM JR COLLEGE		5,440	6,664	3	6,800	12,240	11	8,160	13,600	11	9,520	14,960	11
HESSTON COLLEGE		6,000	7,060	10	7,000	8,000	10	...	...	..	8,600	9,600	10
*HIGHLAND COMMUNITY JR COLL		6,100	6,760	2	6,800	9,860	10	7,400	11,820	14	7,700	12,460	15
*HUTCHINSON COMM JR COLLEGE	J	6,840	7,980	3	7,630	10,260	7	8,360	12,540	11	9,500	15,200	15
*LABETTE COMMUNITY JR COLLEGE		6,500	8,379	2	6,800	9,569	7	7,400	11,849	..	...	...	..
*NEOSHO COUNTY COMM JR COLL		6,360	7,704	4	6,696	10,380	11	7,436	12,464	15	8,712	14,400	17
*SEWARD COUNTY COMM JR COLL	T,R	6,150	7,122	3	7,500	11,640	9	8,268	12,834	9	8,682	13,476	9
KENTUCKY													
LINDSEY WILSON COLLEGE		6,300	6,800	10	6,700	7,200	10	7,100	7,600	10	7,300	7,800	10
SUE BENNETT COLLEGE	C,M,R	5,400	5,600	4	6,000	6,800	8	6,200	7,000	8	6,300	7,100	8
LOUISIANA													
*DELGADO JUNIOR COLLEGE	C,R	...	...	..	6,500	18,000	..	6,900	18,400	..	8,000	19,500	..
*ST BERNARD PARISH COMM COLL		7,135	9,750	11	7,442	11,132	12	7,600	11,440	12	8,057	11,747	12
MAINE													
*EASTERN MAINE VOC-TECH INST		8,215	12,130	..	8,618	13,573	..	...	...	..	...	...	..
*SOUTHERN MAINE VOC-TECH INST	J	10,171	15,018	..	10,670	16,557	..	...	...	..	...	...	..
MARYLAND													
. . . . .													
MASSACHUSSETTS													
GRAHM JUNIOR COLLEGE		7,300	8,200	..	7,835	11,910	..	8,400	13,400	..	9,500	15,600	..
*NORTH SHORE COMMUNITY COLL	C	8,481	12,886	..	8,791	18,881	..	...	...	..	9,100	16,177	..
MICHIGAN													
*BAY DE NOR COMMUNITY COLLEGE		7,331	11,785	12	8,490	13,660	12	9,735	15,325	12	10,935	15,925	12
*GENESSEE COMMUNITY COLLEGE	H	8,525	14,275	10	9,325	15,650	11	10,125	16,450	11	11,325	17,650	11
*GRAND RAPIDS JUNIOR COLL		10,585	15,620	12	11,540	17,390	12	11,940	17,790	12	12,540	18,390	12
*HENRY FORD COMMUNITY COLLEGE		...	...	..	9,000	17,000	10	9,450	17,450	10	9,900	18,588	11
*HIGHLAND PARK COLLEGE	H	8,950	14,450	10	9,750	16,650	10	10,150	17,050	10	10,550	17,850	10
*KALAMAZOO VALLEY COMM COLL		8,990	14,833	13	9,410	15,526	13	10,250	16,912	13	...	...	..
*MONROE CO COMMUNITY COLLEGE	H	7,750	10,060	8	9,250	14,200	12	9,750	15,470	12	10,750	17,350	12

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 197?-73(CONTINUED)

STATE AND INSTITUTION BY CONTROL	FOOT-NOTE	BACHELORS MINIMUM	BACHELORS MAXIMUM	BACHELORS INCR.	MASTERS MINIMUM	MASTERS MAXIMUM	MASTERS INCR.	SIX YEARS MINIMUM	SIX YEARS MAXIMUM	SIX YEARS INCR.	DOCTORS MINIMUM	DOCTORS MAXIMUM	DOCTORS INCR.
(* PUBLIC INSTITUTION)													
MICHIGAN(CONTINUED)													
*MUSKEGON COMMUNITY COLLEGE	J,R	8,308	12,897	10	9,099	14,717	11	9,495	15,350	11	10,207	16,616	11
*SCHOOLCRAFT COLLEGE		8,876	14,519	9	9,712	17,027	10	10,235	17,550	10	10,757	18,072	10
*WAYNE COUNTY COMMUNITY COLL		9,541	12,390	5	10,596	13,445	5	12,284	16,009	5	14,015	18,572	5
MINNESOTA													
*ANOKA-RAMSEY ST JR COLL	A,*	6,979	13,162	12	8,328	15,078	12	8,803	15,755	12	9,295	16,455	12
*AUSTIN ST JR COLLEGE	A,*	6,979	13,162	12	8,328	15,078	12	8,803	15,755	12	9,295	16,455	12
*BRAINERD ST JR COLLEGE	A,*	6,979	13,162	12	8,328	15,078	12	8,803	15,755	12	9,295	16,455	12
*FERGUS FALLS ST JR COLLEGE	A,*	6,979	13,162	12	8,328	15,078	12	8,803	15,755	12	9,295	16,455	12
*HIBBING ST JR COLLEGE	A,*	6,979	13,168	12	8,328	15,078	12	8,803	15,755	12	9,295	16,455	12
*INVER HILLS ST JR COLLEGE	A,*	6,979	13,162	12	8,328	15,078	12	8,803	15,755	12	9,295	16,455	12
*ITASCA ST JR COLL	A,*	6,979	13,162	12	8,328	15,078	12	8,803	15,755	12	9,295	16,455	12
*LAKEWOOD ST JR COLLEGE	A,*	6,979	13,162	12	8,328	15,078	12	8,803	15,755	12	9,295	16,455	12
*MESABI ST JR COLLEGE	A,*	6,979	13,162	12	8,328	15,078	12	8,803	15,755	12	9,295	16,455	12
*METROPOLITAN ST JR COLLEGE	A,*	6,979	13,162	12	8,328	15,078	12	8,803	15,755	12	9,295	16,455	12
*NORMANDALE ST JR COLLEGE	A,*	6,979	13,162	12	8,328	15,078	12	8,803	15,755	12	9,295	16,455	12
*NORTH HENNEPIN ST JR COLLEGE	A,*	6,979	13,162	12	8,328	15,078	12	8,803	15,755	12	9,295	16,455	12
*NORTHLAND ST JR COLLEGE	A,*	6,979	13,162	12	8,328	15,078	12	8,803	15,755	12	9,295	16,455	12
*RAINY RIVER ST JR COLLEGE	A,*	6,979	13,162	12	8,328	15,078	12	8,803	15,755	12	9,295	16,455	12
*ROCHESTER ST JR COLLEGE	A,*	6,979	13,162	12	8,328	15,078	12	8,803	15,755	12	9,295	16,455	12
*VERMILION ST JR COLLEGE	A,*	6,979	13,162	12	8,328	15,078	12	8,803	15,755	12	9,295	16,455	12
*WILLMAR STATE JR COLL	A,*	6,979	13,162	12	8,328	15,078	12	8,803	15,755	12	9,295	16,455	12
*WORTHINGTON ST JR COLLEGE	A,*	6,979	13,162	12	8,328	15,078	12	8,803	15,755	12	9,295	16,455	12
MISSISSIPPI													
*HINDS JUNIOR COLLEGE	C,R	...	...	..	8,000	9,250	10	8,600	9,850	10	10,200	11,450	10
*HOLMES JUNIOR COLLEGE	R	...	...	..	7,200	8,400	12	7,700	8,900	12	8,200	9,400	12
*MISS GULF CST J C JACKSON	B	7,438	8,018	4	7,754	8,979	10	8,978	10,203	10	10,508	11,733	10
*MISS GULF CST J C JEFF DAVIS	B	7,438	8,018	4	7,754	8,979	10	8,978	10,203	10	10,508	11,733	10
*MISS GULF CST J C PERKINSTON	B	7,438	8,018	4	7,754	8,979	10	8,978	10,203	10	10,508	11,733	10
*NORTHWEST MISS JUNIOR COLL	C	...	...	..	7,850	8,650	8	8,250	9,050	8	9,050	9,850	8
WOOD JUNIOR COLLEGE	I,L	...	...	..	6,000	6,900	9	6,500	7,500	..	...	...	..
MISSOURI													
*COMDER COLLEGE		...	...	..	6,500	9,768	12	7,000	10,606	13	7,350	11,655	15
*EAST CENTRAL JUNIOR COLLEGE	K	7,000	8,800	6	8,300	11,500	8	9,100	12,300	8	10,500	15,500	10
*METRO JCD LONGVIEW COMM COLL	A	7,830	12,615	11	8,700	13,485	11	10,440	15,225	11	11,310	16,530	12
*METRO JCD MAPLE WOODS COMM C	A,J	7,830	12,615	11	8,700	13,485	11	10,440	15,225	11	11,310	16,530	12
*METRO JCD PENN VALLEY COMM C	A,J	7,830	12,615	11	8,700	13,485	11	10,440	15,225	11	11,310	16,530	12
*MINERAL AREA COLLEGE		7,520	9,344	7	7,900	10,028	8	8,660	12,004	12	9,420	13,676	15
MONTANA													
*FLATHEAD VALLEY COMM COLL		...	...	..	8,410	11,780	10	9,680	13,380	11	11,340	15,110	13
*MILES COMMUNITY COLLEGE	L	6,500	9,430	10	7,480	12,440	15	8,130	13,470	15	...	...	..
NEBRASKA													
*CENTRAL NEBRASKA TECH COLL		7,500	10,600	8	9,000	11,100	8	10,000	12,100	..	10,500	12,600	8
*LINCOLN NEBRASKA TECH C C	B	6,950	10,075	10	7,745	12,545	12	8,440	13,480	12	9,230	14,270	12
*NEBRASKA WESTERN COLLEGE	B,R	7,100	8,660	4	7,800	10,140	6	8,970	14,040	13	...	...	..
*NORTH PLATTE JUNIOR COLLEGE		...	...	..	8,000	10,880	..	8,960	12,800	..	...	...	..
NEVADA													
*U OF NV CLARK CO COMM COLL	S	7,000	10,630	11	9,100	13,500	11	10,100	14,500	11	11,260	16,430	11
*U OF NV WESTERN NEV CMTY COL	S	7,000	10,630	11	9,100	13,500	11	10,100	14,500	11	11,260	16,430	11
*UNIV NEVADA-ELKO COMM COLL	S	7,000	10,630	11	9,100	13,500	11	10,100	14,500	11	11,260	16,430	11
NEW HAMPSHIRE													
. . . . .													
NEW JERSEY													
. . . . .													
NEW MEXICO													
. . . . .													
NEW YORK													
. . . . .													
NORTH CAROLINA													
*COASTAL CAROLINA COMM COLL		6,624	9,153	17	8,442	13,491	17	...	...	..	9,945	14,994	17
*GASTON COLLEGE	U	8,832	12,204	17	11,256	17,988	17	11,256	19,992	17	13,260	19,992	17
LEES-MCRAE COLLEGE	C,R	6,150	6,400	2	7,050	8,775	10	7,350	9,975	13	...	...	..
*SANDHILLS COMMUNITY COLLEGE		8,832	12,204	17	11,256	17,988	17	...	...	..	13,260	19,992	17
MINGATE COLLEGE		6,300	7,000	..	7,200	13,000	..	...	...	..	9,060	14,000	..
NORTH DAKOTA													
*BISMARCK JUNIOR COLLEGE	H,R	6,680	10,740	10	7,400	12,570	12	8,120	13,290	12	8,840	14,010	12
OHIO													
*BELMONT TECH COLLEGE		6,500	8,700	11	7,000	10,250	13	7,500	11,000	14	...	...	..
*CINCINNATI TECHNICAL COLLEGE	J	7,500	12,300	12	8,300	13,100	12	8,600	13,400	12	9,400	14,200	12
*COLUMBUS TECHNICAL INST		7,500	11,500	..	8,500	12,500	..	9,400	13,100	..	...	...	..
*CUYAHOGA C C METRO CAMPUS		7,809	13,202	12	9,011	15,734	12	9,913	17,535	12	11,330	20,083	12
*CUYAHOGA C C WESTERN CAMP		7,809	13,202	12	9,011	15,734	12	9,913	17,535	12	11,330	20,083	12

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1972-73(CONTINUED)

STATE AND INSTITUTION BY CONTROL	FOOT-NOTE	BACHELORS MINIMUM	BACHELORS MAXIMUM	BACHELORS INCR.	MASTERS MINIMUM	MASTERS MAXIMUM	MASTERS INCR.	SIX YEARS MINIMUM	SIX YEARS MAXIMUM	SIX YEARS INCR.	DOCTORS MINIMUM	DOCTORS MAXIMUM	DOCTORS INCR.
(* PUBLIC INSTITUTION)													
OHIO(CONTINUED)													
*FOUR COUNTY TECH INSTITUTE		6,975	9,675	12	7,325	10,900	13	...	...	..	7,525	11,100	13
*LAKELAND COMMUNITY COLLEGE		7,868	13,489	11	8,696	15,615	12	9,096	16,015	12	10,056	18,077	11
*SCIOTO TECHNICAL COLLEGE		7,000	11,000	10	8,000	12,000	10	...	...	..	11,000	18,000	14
*STARK STATE TECH INSTITUTE	B	7,600	12,084	10	8,664	15,656	11	...	...	..	...	...	..
OKLAHOMA													
*CARL ALBERT JUNIOR COLLEGE		6,800	7,800	10	7,200	8,200	10	7,500	8,500	10	...	...	..
*CONNORS STATE COLLEGE	Q,R	7,100	7,700	4	7,800	9,700	14	8,200	10,000	14	9,300	11,700	19
*NORTHERN OKLAHOMA COLLEGE		8,100	9,100	..	9,100	10,400	..	9,500	13,650	..	11,200	12,550	..
*SEMINOLE JUNIOR COLLEGE		6,500	10,100	13	7,000	11,100	13	...	...	..	7,600	12,150	13
SOUTHWESTERN COLLEGE		6,200	7,450	..	6,700	7,950	..	7,000	8,250	..	7,700	8,950	..
OREGON													
*BLUE MOUNTAIN COMM COLL		7,605	11,408	10	8,450	12,685	10	9,175	13,763	10	10,563	15,845	10
*CLACKAMAS COMM COLLEGE	U	...	...	..	8,244	8,652	9	8,904	13,812	9	...	...	..
*CLATSOP COMMUNITY COLLEGE	F	6,995	11,647	13	8,184	13,626	13	8,681	14,455	13	9,573	15,941	13
*LANE COMMUNITY COLLEGE		6,820	10,585	9	8,525	13,231	9	9,207	14,281	9	10,230	15,884	9
*LINN-BENTON COMM COLLEGE		7,606	11,797	10	8,724	13,533	10	9,234	14,043	10	10,120	15,700	10
*MOUNT HOOD COMMUNITY COLLEGE	E,*	...	...	..	7,435	11,430	9	9,174	14,129	9	11,016	16,986	9
*ROGUE COMMUNITY COLLEGE		7,100	10,063	9	8,500	12,100	9	...	...	..	...	...	..
*TREASURE VALLEY COMM COLLEGE	C,L	6,710	11,407	..	8,052	12,749	..	9,394	14,091	..	...	...	..
*UMPQUA COMMUNITY COLLEGE		7,854	10,524	6	9,869	13,224	6	...	...	..	...	...	..
PENNSYLVANIA													
*HARRISBURG AREA COMM COLLEGE		7,500	11,500	..	8,500	13,500	..	10,000	16,000	..	...	...	..
RHODE ISLAND													
. . . . .													
SOUTH CAROLINA													
PALMER COLLEGE AT COLUMBIA		6,435	8,325	..	7,515	9,810	..	8,010	10,440	..	8,775	11,475	..
SPARTANBURG JUNIOR COLLEGE	R	5,830	6,571	1	6,890	9,010	10	7,340	9,460	10	8,056	10,282	10
SOUTH DAKOTA													
. . . . .													
TENNESSEE													
*CHATTANOOGA STATE TECH INST	R	7,848	12,052	..	8,352	13,584	..	8,800	14,092	..	9,360	18,380	..
*CLEVELAND STATE COMM COLLEGE	F	6,200	8,970	..	7,200	12,510	..	7,500	13,840	..	8,800	18,380	..
*COLUMBIA STATE COMM COLLEGE		6,200	8,970	..	7,200	12,510	..	7,500	13,840	..	8,800	18,380	..
FREED-HARDEMAN COLLEGE		5,750	6,250	10	6,950	7,950	10	7,500	8,500	10	9,250	10,250	10
HIWASSEE COLLEGE	F,R	6,900	8,050	9	7,200	8,800	9	7,700	9,300	9	9,300	11,900	9
*MOTLOW STATE COMM COLLEGE	F,R	6,200	8,970	..	7,200	12,510	..	7,500	13,840	..	8,800	18,380	..
*NASHVILLE ST TECH INSTITUTE	R	7,848	12,052	..	8,352	13,584	..	8,800	14,092	..	9,360	18,380	..
*STATE TECH INST AT MEMPHIS	B	7,848	12,052	..	8,352	13,584	..	8,800	14,092	..	9,360	18,380	..
*VOLUNTEER STATE COMM COLLEGE	F	6,200	8,970	..	7,200	12,510	..	7,500	13,840	..	8,800	18,380	..
TEXAS													
*AMARILLO JUNIOR COLLEGE		8,107	10,467	..	8,470	10,830	11	8,833	11,919	15	9,559	13,552	20
*ANGELINA COLLEGE		7,500	8,560	8	8,004	9,060	8	8,508	9,564	8	9,744	10,896	8
*BRAZOSPORT COLLEGE	C,R	...	...	..	8,145	12,240	13	8,640	13,050	14	9,630	14,670	16
*CLARENDON COLLEGE	R	6,900	7,900	10	8,300	9,800	15	8,500	10,000	15	8,800	10,300	15
*COLLEGE OF THE MAINLAND		9,450	15,298	14	10,395	16,831	14	10,741	17,388	14	11,035	17,850	14
*COOKE COUNTY JUNIOR COLLEGE	U	...	...	..	8,100	9,700	..	8,700	10,500	..	9,900	12,300	..
*DALLAS C D JC MT VIEW COLL	C,J,B	8,506	10,548	8	9,300	12,702	11	10,094	14,063	12	11,682	16,785	15
*EL PASO COMMUNITY COLLEGE		7,200	9,300	7	7,800	10,200	8	8,400	11,100	9	9,500	13,400	13
*FRANK PHILLIPS COLLEGE		...	...	..	8,870	10,100	18	9,370	10,660	18	9,870	11,130	18
*GRAYSON COUNTY JUNIOR COLL	C,R	...	...	..	8,190	9,440	10	8,690	9,940	10	9,690	11,190	10
*HENDERSON COUNTY JR COLLEGE	C,R	...	...	..	7,200	9,000	18	7,800	9,600	18	9,500	11,300	18
*HOWARD COUNTY JUNIOR COLLEGE	G,H,A	6,300	9,000	15	7,300	10,900	22	7,900	12,021	22	9,200	12,800	22
*LAREDO JUNIOR COLLEGE	U	6,350	6,650	3	8,500	10,040	20	9,530	11,800	20	11,150	13,450	20
*LEE COLLEGE DISTRICT	B	8,050	8,350	1	8,650	14,350	19	9,550	15,250	19	11,350	16,750	19
*MCLENNAN COMMUNITY COLLEGE	B,R	...	...	..	8,250	8,850	..	9,010	11,410	..	10,060	13,260	..
*NAVARRO JUNIOR COLLEGE		7,632	9,270	18	8,424	10,710	18	8,784	10,890	18	10,044	12,150	18
*ODESSA C C MIDLAND CAMPUS		...	...	..	7,700	9,800	7	8,300	10,400	7	10,200	14,200	8
*ODESSA C C ODESSA CAMPUS		...	...	..	7,700	9,800	7	8,300	10,400	7	10,200	14,200	8
*PARIS JUNIOR COLLEGE	C	6,600	8,855	10	7,260	9,300	10	7,760	9,800	10	8,260	10,300	10
*SAN ANTONIO COLL OF SA DIST	B,K,R	6,900	11,600	19	8,300	13,400	19	9,000	15,000	19	9,400	16,300	19
*SAN ANTONIO DIST ST PHILLIPS	B,K	6,900	11,600	19	8,300	13,400	19	9,000	15,000	19	9,400	16,300	19
*SAN JACINTO COLLEGE		...	...	..	9,135	11,781	14	9,635	12,281	14	11,135	13,781	14
SOUTH TEXAS JUNIOR COLLEGE		...	...	..	7,080	9,780	15	7,440	10,140	15	7,880	10,580	15
*SOUTHWEST TEXAS JR COLLEGE	C	7,000	9,000	20	8,300	10,700	24	8,550	11,200	26	9,800	12,800	24
*TEMPLE JUNIOR COLLEGE		6,700	8,700	15	7,700	9,700	15	8,200	9,400	15	9,900	11,100	15
*TEXARCANA COLLEGE	C,R	7,660	8,150	4	8,160	10,570	20	8,660	11,070	20	9,660	12,070	20
*TEXAS SOUTHMOST COLLEGE	R	...	...	..	8,085	8,535	3	9,085	11,785	18	10,285	12,985	18
*WEATHERFORD COLLEGE	R	6,300	7,100	4	7,300	8,100	4	8,300	10,900	13	9,300	11,900	13
*WESTERN TEXAS COLLEGE	B	7,385	8,440	8	8,440	10,972	8	9,126	11,658	8	10,550	13,082	8
UTAH													
*COLLEGE OF EASTERN UTAH		6,750	10,125	9	7,763	11,813	10	8,100	12,488	11	8,775	13,500	13
*DIXIE COLLEGE		6,775	10,656	15	7,454	12,806	18	8,061	13,025	18	8,609	14,036	20
*SNOW COLLEGE	K	6,253	10,422	16	7,411	11,580	16	8,183	12,352	16	9,857	14,026	16
*UTAH TECH COLL AT SALT LAKE	M	6,858	10,287	9	7,544	11,727	11	8,230	12,893	13	9,601	14,676	16
*UTAH TECHNICAL COLL	U	6,804	10,206	9	7,825	12,247	12	...	...	..	9,526	14,561	15

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1972-73(CONTINUED)

STATE AND INSTITUTION BY CONTROL	FOOT-NOTE	BACHELORS MINIMUM	BACHELORS MAXIMUM	BACHELORS INCR.	MASTERS MINIMUM	MASTERS MAXIMUM	MASTERS INCR.	SIX YEARS MINIMUM	SIX YEARS MAXIMUM	SIX YEARS INCR.	DOCTORS MINIMUM	DOCTORS MAXIMUM	DOCTORS INCR.
(* PUBLIC INSTITUTION)													
VERMONT													
. . . . .													
VIRGINIA													
. . . . .													
WASHINGTON													
*BELLEVUE COMMUNITY COLLEGE		...	...	..	8,200	18,368	22	...	...	..	9,266	18,368	16
*BIG BEND COMMUNITY COLLEGE	O,B	8,819	11,413	5	10,375	12,969	5	11,413	14,006	5	...	...	..
*CENTRALIA COLLEGE	R,T	7,789	11,645	..	8,461	13,023	..	9,040	13,953	..	10,609	16,335	..
*CLARK COLLEGE	R,S	8,560	11,540	8	8,820	12,320	10	9,340	12,840	10	10,640	16,340	20
*COLUMBIA BASIN COLLEGE		9,000	10,560	7	9,000	15,650	18	...	...	..	9,000	15,650	..
*FORT STEILACOOM COMM COLL	R	7,488	8,387	4	8,761	13,628	11	9,724	14,602	12	11,532	18,046	14
*GRAYS HARBOR COLLEGE	R	7,865	9,660	7	8,549	12,311	11	9,062	13,507	13	10,344	17,269	18
*GREEN RIVER COLLEGE	M,R	...	...	..	9,032	14,031	14	9,536	14,829	14	11,636	17,224	14
*LOWER COLUMBIA COLLEGE	U	...	...	..	8,549	14,986	13	10,165	16,371	12	10,165	16,371	12
*OLYMPIA VOC TECH INSTITUTE	R	7,210	10,455	9	8,652	12,618	11	9,373	13,339	11	9,973	13,939	11
*OLYMPIC COLLEGE	A,R,W	7,143	11,413	11	7,764	12,034	11	8,385	12,655	11	9,917	14,187	11
*PENINSULA COLLEGE		7,925	12,800	15	8,750	13,625	15	9,575	14,775	16	10,950	16,475	17
*SEATTLE CC DIST CENTRAL C C	R	8,553	11,762	10	8,874	13,046	13	9,516	13,688	13	11,400	16,535	16
*SEATTLE CC DIST NORTH STL CC	R	8,553	11,762	10	8,874	13,046	13	9,516	13,688	13	11,400	16,535	16
*SEATTLE CC DIST SOUTH STL CC	R	8,553	11,762	10	8,874	13,046	13	9,516	13,688	13	11,400	16,535	16
*SKAGIT VALLEY COLLEGE	R,F	7,926	11,121	15	8,636	11,831	15	9,346	12,541	15	10,096	13,251	15
*TACOMA COMMUNITY COLLEGE	D,R	7,370	13,102	11	8,189	13,921	11	9,826	15,558	11	...	...	..
*WA ST CD 17 SPOKANE COMM COL	Z	...	...	..	8,959	14,931	13	9,622	15,926	14	11,945	16,590	14
*WA ST CD 17 SPOKANE FLS C C	Z	...	...	..	8,959	14,931	13	9,622	15,926	14	11,945	16,590	14
*WENATCHEE VALLEY COLLEGE	B	7,224	9,977	8	8,600	12,041	10	9,289	13,417	12	13,245	16,685	10
*YAKIMA VALLEY COLLEGE		8,383	13,734	12	8,918	14,269	12	9,453	14,804	12	10,790	16,141	12
WEST VIRGINIA													
OHIO VALLEY COLLEGE	B	5,800	7,000	..	5,800	8,300	..	6,800	9,500	..	7,800	10,000	..
WISCONSIN													
*AREA VOC TECH AD ED DIST 14	C,L,R	7,800	11,441	11	9,050	14,015	15	10,050	15,015	15	...	...	..
*BLACKHAWK TECHNICAL INST	C	7,493	11,479	12	8,331	13,130	13	9,003	14,193	13	...	...	..
*DIST 1 TECH INST EAU CLAIRE	C	7,650	12,050	..	8,650	13,325	..	9,180	13,943	..	9,450	14,400	..
*FOX VALLEY TECHNICAL INST	R	7,750	12,090	14	8,962	14,332	15	9,972	15,342	15	...	...	..
*GATEWAY TECH INST KENOSHA	A	8,000	10,400	6	9,000	13,800	12	10,000	14,800	12	10,500	15,300	12
*GATEWAY TECH INST RACINE	A	8,000	10,400	6	9,000	13,800	12	10,000	14,800	12	10,500	15,300	12
*LAKESHORE TECHNICAL INST		7,700	12,628	13	8,755	13,606	14	9,448	14,299	14	...	...	..
*MILWAUKEE AREA TECH COLLEGE	H	9,265	15,065	14	10,157	15,957	14	11,050	16,850	14	11,900	17,700	14
*MORAINE PARK VOC TECH AD ED	C,J	7,996	11,796	12	9,183	13,617	14	9,975	14,725	15	10,173	14,923	15
*MORAINE PARK VT A E DIST	C,J	7,996	11,796	12	9,183	13,617	14	9,975	14,725	15	10,173	14,923	15
*SOUTHWEST WIS VOC TECH INST		7,600	11,500	12	8,450	13,000	12	9,200	13,750	12	9,200	13,750	12
*WAUKESHA COUNTY TECH INST	T	8,400	13,682	10	9,030	15,445	11	9,630	15,505	11	...	...	..
*WESTERN WISCONSIN TECH INST		7,786	11,679	10	8,810	14,096	12	9,710	14,996	12	...	...	..
WYOMING													
*LARAMIE COUNTY COMM COLLEGE		6,500	11,570	..	7,500	13,350	13	8,175	14,025	13	9,150	15,000	13
*NORTHWEST COMMUNITY COLLEGE	C,R	...	...	..	7,400	11,150	10	8,144	12,644	12	9,000	14,250	14
*WESTERN WYOMING COMM COLLEGE		7,200	7,800	2	7,800	11,400	9	8,600	13,400	12	9,400	15,000	14
CANAL ZONE													
. . . . .													
PUERTO RICO													
*U OF P R HUMACAO REG COLL	Y,A,B	7,200	11,280	..	8,760	12,840	..	...	...	..	11,100	15,180	..
*U OF PR PONCE REGIONAL COLL	Y,A,B	7,200	11,280	..	8,760	12,840	..	...	...	..	11,100	15,180	..
VIRGIN ISLANDS													
. . . . .													
GUAM													
. . . . .													
AMERICAN SAMOA													
*COMM COLL OF AMERICAN SAMOA		7,200	10,720	8	8,000	11,840	7	...	...	..	8,800	20,000	32

FOOTNOTES – PART A

[a]6 yr. sal. are for MA plus 40.
[b]6 yr. sal. are for MA plus 36.
[c]6 yr. sal. are for MA plus 24.
[d]6 yr. sal. are for BA plus 56 incl. MA.
[e]6 yr. sal. are for MA plus 28.
[f]6 yr. sal. are for MA plus 45.
[g]6 yr. sal. are for MA plus 20.
[h]6 yr. sal. are for MA plus 32.
[i]6 yr. sal. are for MA plus 27.
[j]Long-service increments excluded.
[k]Merit increments excluded.
[l]Doctoral salaries are negotiable.
[m]Minimum is for annual contract; maximum is for continuing contract.
[n]4 yrs. exp. required for final 2 incr.
[o]5 yrs. exp. required for final incr.
[p]3 yrs. exp. required for final 3 incr.
[q]6 yr. sal. are spec. diploma.
[r]Salaries beyond the listed maximum are scheduled for intermediate levels of educational preparation.
[s]Salaries listed for bachelor's degree are scheduled for "less than a master's degree".
[t]Progress through scheduled increments is contingent upon periodic attainment of additional preparation.
[u]Merit increments are included.
[v]Salaries listed for bachelor's degree are for the bachelor's plus 24 to 30 hours of approved credits, the lowest level of scheduled preparation.
[w]Salaries listed for bachelor's degree are for the bachelor's plus 12 to 15 semester units, the lowest scheduled level of preparation.
[x]Schedule applies to calendar year 1972.
[y]5 years experience required for final two increments.
[z]Maximum scheduled salaries apply to faculty in applied arts having the listed level of educational preparation.
[%]Salaries apply to academic faculty, a different schedule applies to vocational-technical faculty.
#Attainment of specified level of preparation and experience does not guarantee placement or advancement to scheduled level.
@Increments are based upon merit alone.
=Salaries listed for Doctor's degree are for the highest scheduled level of preparation.

PART B. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1972-73

STATE AND INSTITUTION BY CONTROL (* PUBLIC INSTITUTION)	FOOT-NOTE	INSTRUCTOR MINIMUM	INSTRUCTOR MAXIMUM	INSTRUCTOR INCR.	ASSISTANT PROFESSOR MINIMUM	ASSISTANT PROFESSOR MAXIMUM	ASSISTANT PROFESSOR INCR.	ASSOCIATE PROFESSOR MINIMUM	ASSOCIATE PROFESSOR MAXIMUM	ASSOCIATE PROFESSOR INCR.	PROFESSOR MINIMUM	PROFESSOR MAXIMUM	PROFESSOR INCR.
ALABAMA													
. . . . .													
ALASKA													
*SITKA COMMUNITY COLLEGE	B	9,000	12,375	15	12,600	15,975	15	16,200	19,575	15	19,800	23,175	15
*U OF ALAS JUNEAU DGLS C C		9,000	12,375	15	12,600	15,975	15	16,200	19,575	15	19,800	23,175	15
*U OF ALAS MATANUSKA SUSITNA		9,000	12,375	15	12,600	15,975	15	16,200	19,575	15	19,800	23,175	15
*UNIV ALASKA KETCHIKAN COMM C		9,000	12,375	15	12,600	15,975	15	16,200	19,575	15	19,800	23,175	15
ARIZONA													
. . . . .													
ARKANSAS													
. . . . .													
CALIFORNIA													
*KERN C C D PORTERVILLE COLL	J,R	9,101	11,103	..	10,759	13,833	..	13,065	15,896	..	15,626	18,060	..
*KERN CC DST BAKERSFIELD COLL	J,R	9,101	11,103	..	10,759	13,833	..	13,065	15,896	..	15,626	18,060	..
COLORADO													
*COLO MOUNTAIN COLL EAST CAMP	B	7,520	11,667	9	8,096	13,109	9	8,893	14,176	8	10,223	16,920	8
*COLO MOUNTAIN COLL WEST CAMP	B	7,520	11,667	9	8,096	13,109	9	8,893	14,176	8	10,223	16,920	8
CONNECTICUT													
*GREATER HARTFORD COMM COLL	J,L,R	10,479	12,837	6	11,636	14,126	6	14,102	17,378	6	16,398	20,070	6
*HARTFORD STATE TECH COLLEGE	B	11,048	13,472	6	12,270	14,826	6	14,826	18,234	6	17,259	21,057	6
*MANCHESTER COMM COLLEGE	B	10,479	12,837	6	11,636	14,126	6	14,102	17,378	6	16,398	20,070	6
*MATTATUCK COMM COLLEGE	B	10,479	12,837	6	11,636	14,126	6	14,102	17,378	6	16,398	20,070	6
*MIDDLESEX COMMUNITY COLLEGE	J,L,R	10,479	12,837	6	11,636	14,126	6	14,102	17,378	6	16,398	20,070	6
*NORTHWESTERN CONN COMM COLL	J,L,R	10,479	12,837	6	11,636	14,126	6	14,102	17,378	6	16,398	20,070	6
*NORWALK COMMUNITY COLLEGE		10,479	12,837	5	11,636	14,126	5	14,102	17,378	5	16,398	20,070	5
POST JUNIOR COLLEGE		8,200	11,800	9	9,040	13,090	9	9,850	14,350	9	11,220	16,170	9
*QUINEBAUG VALLEY COMM COLL	J	10,479	12,837	6	11,636	14,126	6	14,102	17,378	6	16,398	20,070	6
QUINNIPIAC COLL		9,921	12,402	8	11,161	14,634	8	13,331	17,796	8	16,680	22,137	8
*SOUTH CENTRAL COMM COLL		10,179	12,537	6	11,336	13,826	6	13,802	17,078	6	16,098	19,770	6
*THAMES VALLEY ST TECH COLL	H,J	11,048	13,472	6	12,270	14,826	6	14,826	18,234	6	17,259	21,057	6
*TUNXIS COMMUNITY COLLEGE	J,L,R	10,479	12,837	6	11,636	14,126	6	14,102	17,378	6	16,398	20,070	6
*U OF CONN HARTFORD		8,300	13,500	13	10,300	16,130	11	14,300	21,560	11	17,300	30,200	15
*U OF CONN SOUTHEASTERN BR		8,300	13,500	13	10,300	16,130	11	14,300	21,560	11	17,300	30,200	15
*U OF CONN STAMFORD		8,300	13,500	13	10,300	16,130	11	14,300	21,560	11	17,300	30,200	15
*U OF CONN TORRINGTON		8,300	13,500	13	10,300	16,130	11	14,300	21,560	11	17,300	30,200	15
*U OF CONN WATERBURY		8,300	13,500	13	10,300	16,130	11	14,300	21,560	11	17,300	30,200	15
*WATERBURY STATE TECH COLLEGE	B	11,048	13,472	6	12,270	14,826	6	14,826	18,234	6	17,259	21,057	6
DELAWARE													
*BRANDYWINE COLLEGE		7,500	10,300	6	9,100	12,500	6	10,300	...	..	11,500	...	..
DISTRICT OF COLUMBIA													
MOUNT VERNON COLLEGE	R	5,100	9,300	15	9,600	11,100	6	11,400	13,200	7	13,500	15,300	7
FLORIDA													
. . . . .													
GEORGIA													
ANDREW COLLEGE		7,200	7,500	..	8,000	8,500	..	8,500	9,000	..	9,000	10,500	..
*FLOYD JUNIOR COLLEGE	B	8,560	10,700	..	9,630	12,305	..	11,235	12,840	..	11,770	14,980	..
HAWAII													
. . . . .													
IDAHO													
. . . . .													
ILLINOIS													
*CITY C CHGO KENNEDY-KING		11,115	16,400	13	12,515	19,315	15	14,150	21,315	15	15,950	23,315	15
*CITY C CHGO MALCOLM X CAMPUS		11,115	16,400	13	12,515	19,315	15	14,150	21,315	15	15,950	23,315	15
*CITY C CHGO OLIVE-HARVEY		11,115	16,400	13	12,515	19,315	15	14,150	21,315	15	15,950	23,315	15
*CITY C CHICAGO LOOP CAMPUS		11,115	16,400	13	12,515	19,315	15	14,150	21,315	15	15,950	23,315	15
*CITY C CHICAGO SOUTHWEST CAM		11,115	16,400	13	12,515	19,315	15	14,150	21,315	15	15,950	23,315	15
*CITY C CHICAGO WRIGHT CAMPUS		11,115	16,400	13	12,515	19,315	15	14,150	21,315	15	15,950	23,315	15
*CTY C CHGO ARMOSN-MAYFAIR		11,115	16,400	13	12,515	19,315	15	14,150	21,315	15	15,950	23,315	15
*MORAINE VALLEY COMM COLLEGE	B	9,292	10,882	4	10,686	12,973	5	12,289	15,449	6	14,132	18,367	7
*SAUK VALLEY COLLEGE	B,C	8,900	12,750	11	10,625	15,325	11	12,300	18,450	12	14,250	21,400	12
*WILLIAM RAINEY HARPER COLL	B	9,100	15,000	..	9,700	17,000	..	11,000	20,000	..	12,800	23,000	..
INDIANA													
*INDIANAPOLIS VOC TECH INST		8,000	13,360	..	9,000	13,920	..	10,000	15,600	..	12,000	17,820	..
IOWA													
. . . . .													

PART B. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1972-73 (CONTINUED)

STATE AND INSTITUTION BY CONTROL (* PUBLIC INSTITUTION)	FOOT-NOTE	INSTRUCTOR MINIMUM	INSTRUCTOR MAXIMUM	INSTRUCTOR INCR.	ASSISTANT PROFESSOR MINIMUM	ASSISTANT PROFESSOR MAXIMUM	ASSISTANT PROFESSOR INCR.	ASSOCIATE PROFESSOR MINIMUM	ASSOCIATE PROFESSOR MAXIMUM	ASSOCIATE PROFESSOR INCR.	PROFESSOR MINIMUM	PROFESSOR MAXIMUM	PROFESSOR INCR.
KANSAS													
. . . . .													
KENTUCKY													
. . . . .													
LOUISIANA													
*DELGADO JUNIOR COLLEGE	C,R	6,500	11,500	..	8,000	15,500	..	9,000	16,500	..	10,000	19,500	..
*SO UNIV SHREVEPORT BOSSIER C	B	6,500	10,000	..	8,000	14,000	..	9,000	16,000	..	10,000	18,000	..
MAINE													
. . . . .													
MARYLAND													
*ANNE ARUNDEL COMMUNITY COLL	U	7,500	11,000	..	9,000	14,000	..	10,500	16,000	..	12,500	18,000	..
*CATONSVILLE COMMUNITY COLL	U	9,340	11,740	16	11,190	14,390	16	13,100	17,100	16	15,285	20,085	16
*CECIL COMMUNITY COLLEGE	B	7,596	10,985	7	8,765	13,439	8	11,102	16,478	9	12,271	17,646	8
*COMMUNITY COLL OF BALTIMORE	B	9,151	13,001	11	11,027	16,252	11	12,391	18,716	11	14,423	21,848	11
*DUNDALK COMMUNITY COLLEGE	B	9,340	11,740	8	11,190	14,390	8	13,100	17,100	8	15,285	20,085	8
*ESSEX COMMUNITY COLLEGE		9,340	11,740	16	11,190	14,390	16	13,100	17,100	16	15,285	20,085	16
*FREDERICK COMMUNITY COLLEGE		8,375	11,375	..	9,445	13,445	..	11,585	16,585	..	12,655	18,655	..
*HAGERSTOWN JUNIOR COLLEGE	B	8,500	11,600	..	9,700	13,700	..	10,900	15,800	..	12,100	17,900	..
*HARFORD COMMUNITY COLLEGE	A,B	8,740	12,990	9	10,290	15,290	9	12,230	17,430	8	14,360	20,310	8
*HOWARD COMMUNITY COLLEGE		8,000	11,000	..	9,500	13,000	..	11,500	15,500	..	13,500	18,500	..
*PRINCE GEORGE'S COMM COLL		10,146	14,833	9	11,662	16,349	9	13,493	18,246	9	15,346	20,155	9
MASSACHUSSETTS													
*BERKSHIRE COMM COLL		8,481	11,617	9	9,924	13,736	9	11,895	16,895	9	14,825	21,107	9
*BRISTOL COMM COLL	C,A,B	8,481	11,617	..	9,924	13,726	..	11,895	16,895	..	14,825	21,107	..
*CAPE COD COMM COLL	U	8,481	11,616	..	9,924	13,735	..	11,895	16,894	..	14,825	21,106	..
*GREENFIELD COMM COLL	C	8,481	11,617	9	9,924	13,736	9	11,895	16,895	9	14,825	21,107	9
*HOLYOKE COMMUNITY COLLEGE	B	8,481	11,616	9	9,924	13,735	9	11,895	16,894	9	14,825	21,107	9
LASELL JUNIOR COLLEGE	B	7,500	9,500	..	8,500	11,000	..	10,000	13,500	..	12,000	15,500	..
*MASSASOIT COMMUNITY COLLEGE	C	8,481	11,617	9	9,924	13,736	9	11,895	16,895	9	14,825	21,107	9
*MIDDLESEX COMM COLL		8,481	11,617	9	9,924	13,736	9	11,895	16,895	9	14,825	21,107	9
*MOUNT WACHUSETT COMM COLL	C	8,481	11,617	9	9,924	13,736	9	11,895	16,895	9	14,825	21,107	9
*NEWTON JUNIOR COLLEGE		8,877	13,004	10	10,804	15,624	10	13,004	17,645	9	15,340	20,301	9
*NORTH SHORE COMMUNITY COLL	C	8,481	11,617	9	9,924	13,736	9	11,895	16,895	9	14,825	21,107	9
*NORTHERN ESSEX COMM COLL	B	8,481	11,617	9	9,924	13,736	9	11,895	16,895	9	14,825	21,107	9
*QUINSIGAMOND COMM COLLEGE	B	8,481	11,616	9	9,924	13,735	9	11,895	16,895	9	14,825	21,107	9
*SPRINGFIELD TECHNICAL C C		8,481	11,617	9	9,924	13,736	9	11,895	16,895	9	14,825	21,107	9
MICHIGAN													
*GOGEBIC COMMUNITY COLLEGE		7,850	12,655	..	8,750	12,951	..	8,950	13,247	..	9,250	13,692	..
*NORTHWESTERN MICHIGAN COLL	B	10,165	12,330	8	12,680	14,975	7	15,385	17,680	6	18,170	20,310	5
*OAKLAND C C AUBURN HILLS		9,750	14,262	8	11,240	16,463	8	12,964	19,011	8	14,960	20,929	7
*OAKLAND C C ORCHARD RIDGE		9,750	14,262	8	11,240	16,463	8	12,964	19,011	8	14,960	20,929	7
*OAKLAND CC HIGHLAND LAKES		9,750	14,262	8	11,240	16,463	8	12,964	19,011	8	14,960	20,929	7
MINNESOTA													
. . . . .													
MISSISSIPPI													
. . . . .													
MISSOURI													
*ST LOUIS J C FLORISSANT VLY		8,681	11,492	7	10,554	13,634	7	12,563	15,955	7	14,795	18,677	7
*ST LOUIS J C FOREST PARK C C		8,681	11,492	7	10,554	13,634	7	12,563	15,955	7	14,795	18,677	7
*STLOUIS J C DIST MERAMEC C C		8,681	11,492	7	10,554	13,634	7	12,563	15,955	7	14,785	18,677	7
MONTANA													
. . . . .													
NEBRASKA													
. . . . .													
NEVADA													
. . . . .													
NEW HAMPSHIRE													
*NEW HAMPSHIRE TECHNICAL INST	J	8,051	9,915	4	8,778	10,863	4	9,531	11,639	4	10,975	13,596	4
NEW JERSEY													
ALPHONSUS COLLEGE		9,000	13,373	..	11,000	15,235	..	12,660	16,620	..	13,500	...	..
*ATLANTIC COMMUNITY COLLEGE		7,400	10,500	..	8,600	15,500	..	11,400	17,500	..	13,300	20,000	..
*BERGEN COMMUNITY COLLEGE	L,O,U	9,511	13,111	9	12,060	17,560	11	13,916	19,316	9	16,870	22,870	8
*BROOKDALE COMMUNITY COLLEGE		8,927	12,208	..	10,817	14,844	..	13,022	18,039	..	15,228	21,928	..
*BURLINGTON COUNTY COLLEGE	B	8,565	12,304	..	10,128	14,788	..	12,132	17,723	..	14,559	21,109	..
TOMBROCK COLLEGE		8,000	9,200	4	9,000	10,200	3	10,500	11,500	2	12,000	12,600	1

PART B. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1972-73 (CONTINUED)

STATE AND INSTITUTION BY CONTROL	FOOT-NOTE	INSTRUCTOR MINIMUM	INSTRUCTOR MAXIMUM	INSTRUCTOR INCR.	ASSISTANT PROFESSOR MINIMUM	ASSISTANT PROFESSOR MAXIMUM	ASSISTANT PROFESSOR INCR.	ASSOCIATE PROFESSOR MINIMUM	ASSOCIATE PROFESSOR MAXIMUM	ASSOCIATE PROFESSOR INCR.	PROFESSOR MINIMUM	PROFESSOR MAXIMUM	PROFESSOR INCR.
(* PUBLIC INSTITUTION)													
NEW MEXICO													
. . . . .													
NEW YORK													
*BROOME TECH COMM COLLEGE		7,230	11,380	10	8,335	13,835	10	9,680	15,380	10	11,375	18,275	10
*CLINTON COMMUNITY COLLEGE	D	8,200	10,865	5	9,389	12,833	6	10,825	15,745	8	12,300	17,835	9
*COMM COLL OF THE FINGER LAKE		8,575	12,670	8	10,033	14,823	8	11,738	17,343	8	13,734	20,292	8
*CUNY BORO OF MANHATTAN COM C	D,B	12,700	17,150	7	13,330	20,830	7	17,830	25,500	7	22,500	31,275	7
*CUNY BRONX COMM COLL	D,B	12,700	17,150	7	13,330	20,830	7	17,830	25,500	7	22,500	31,275	7
*CUNY HOSTOS COMM COLL	D,B	12,700	17,150	7	13,330	20,830	7	17,830	25,500	7	22,500	31,275	7
*CUNY KINGSBOROUGH COM COLL	D,B	12,700	17,150	7	13,330	20,830	7	17,830	25,500	7	22,500	31,275	7
*CUNY LA GUARDIA COMM COLL	D,B	12,700	17,150	7	13,330	20,830	7	17,830	25,500	7	22,500	31,275	7
*CUNY NEW YORK CITY COM COLL	D,B	12,700	17,150	7	13,330	20,830	7	17,830	25,500	7	22,500	31,275	7
*CUNY QUEENSBOROUGH COM COLL	D,B	12,700	17,150	7	13,330	20,830	7	17,830	25,500	7	22,500	31,275	7
*CUNY STATEN ISLAND COM COLL	D,B	12,700	17,150	7	13,330	20,830	7	17,830	25,500	7	22,500	31,275	7
*NASSAU COMMUNITY COLLEGE	M	12,700	17,144	11	14,830	20,825	11	17,830	25,500	11	22,500	31,275	11
*ONONDAGA COMMUNITY COLLEGE		8,721	12,272	7	10,152	14,285	7	11,501	16,182	7	13,773	19,381	7
*ROCKLAND COMMUNITY COLLEGE	B	9,477	13,132	..	10,966	15,836	..	13,131	19,225	..	14,621	21,930	..
*SUFFOLK CO COMM COLLEGE		9,476	15,436	11	10,970	17,868	11	13,333	21,719	11	17,018	27,719	11
*SULLIVAN COUNTY COMM COLLEGE		7,800	12,500	..	8,900	14,200	..	10,600	16,500	..	12,600	18,500	..
*SUNY ADIRONDACK COMM COLL	B	8,550	11,350	..	9,600	13,600	..	10,850	16,250	..	12,200	19,200	..
*SUNY AUBURN COMM COLL		8,300	11,600	..	9,700	14,000	..	11,400	16,400	..	13,350	18,800	..
*SUNY COLUMBIA GREENE COMM C		8,295	10,395	5	9,030	12,180	6	10,605	15,015	7	12,495	17,640	7
*SUNY DUTCHESS COMM COLL	B	8,201	11,327	5	10,212	14,588	6	12,129	17,984	7	14,692	21,257	7
*SUNY ERIE COMM COLLEGE		9,220	11,580	4	11,092	13,868	4	13,148	16,524	4	14,796	18,888	4
*SUNY GENESEE COMM COLL		8,500	13,000	..	9,500	15,500	..	11,100	20,000	..	13,000	23,000	..
*SUNY MONROE COMM COLLEGE		8,710	14,000	9	10,420	16,505	9	12,125	19,400	9	15,105	24,030	9
*SUNY NIAGARA CO COMM COLL	B	8,528	12,190	5	10,296	14,681	5	11,960	17,065	5	13,728	20,013	5
*SUNY NORTH CO COMM COLL	B	8,656	12,292	6	10,128	14,283	6	11,816	16,966	7	13,850	20,472	9
*ULSTER COUNTY COMM COLLEGE		8,855	12,903	..	10,373	15,433	..	12,018	18,090	..	14,548	20,746	..
*WESTCHESTER COMM COLL		10,450	12,930	4	13,580	18,060	4	15,020	19,940	4	18,410	24,490	4
NORTH CAROLINA													
. . . . .													
NORTH DAKOTA													
. . . . .													
OHIO													
*CLARK COUNTY TECH INST	B	7,490	10,165	..	9,630	14,445	..	10,700	16,050	..	...	...	..
*JEFFERSON CO TECH INSTITUTE		7,550	11,950	11	8,750	14,250	11	10,900	16,300	9	...	...	..
KETTERING COLL OF MED ARTS		8,880	9,720	..	9,840	10,680	..	10,800	11,220	..	11,280	11,760	..
*LORAIN COMMUNITY COLLEGE	U	7,300	13,000	19	8,900	14,800	15	11,000	17,200	12	...	...	..
*MUSKINGUM AREA TECH COLLEGE	B,C	7,000	9,500	..	8,000	10,500	..	8,500	11,500	..	9,500	12,500	..
*SCIOTO TECHNICAL COLLEGE		7,000	12,000	10	9,000	13,000	10	...	...	..	10,000	18,000	14
*SINCLAIR COMMUNITY COLLEGE		7,500	11,500	..	9,500	13,600	..	10,500	16,000	..	12,000	18,000	..
*STARK STATE TECH INSTITUTE	B	7,600	12,084	10	8,664	13,604	8	10,488	15,656	7	...	...	..
*VANGUARD TECHNICAL INSTITUTE	A,B	7,500	13,100	..	9,500	15,200	..	10,000	16,000	..	...	...	..
OKLAHOMA													
BACONE COLLEGE		7,000	7,900	..	8,000	9,400	..	9,600	...	..	...	...	..
OREGON													
*CENTRAL OREGON COMM COLL	B	7,910	11,150	..	8,850	13,140	..	12,350	15,350	..	15,170	17,450	..
*SOUTHWESTERN OREGON COMM C		6,943	10,782	9	8,730	13,536	9	10,656	16,524	9	13,554	21,024	9
*UMPQUA COMMUNITY COLLEGE		7,854	10,524	6	9,869	13,224	6	12,032	16,126	6	15,319	20,530	6
PENNSYLVANIA													
*BUTLER COUNTY COMM COLLEGE	B	7,300	11,772	..	8,500	14,170	..	10,100	16,568	..	12,500	18,966	..
*C C ALLEGHENY CO ALLEG CMPUS	B	8,000	11,500	..	9,000	14,000	..	10,500	16,500	..	13,000	19,000	..
*C C ALLEGHENY CO BOYCE CMPUS		8,000	11,500	..	9,000	14,000	..	10,500	16,500	..	13,000	19,000	..
*C C ALLEGHENY CO SOUTH CMPUS		8,000	11,500	..	9,000	14,000	..	10,500	16,500	..	13,000	19,000	..
*CLARION ST C VENANGO CAM	M	8,820	11,800	6	10,720	14,360	6	13,020	17,460	6	15,820	21,240	6
*COMM COLLEGE OF BEAVER CO		7,500	11,700	..	8,500	15,300	..	9,500	17,700	..	10,500	20,100	..
*HARRISBURG AREA COMM COLLEGE		7,500	11,500	..	8,500	13,500	..	10,000	16,000	..	11,000	...	..
*INDIANA U OF PA ARMSTRONG CO	M	8,820	11,800	6	10,720	14,360	6	13,020	17,460	6	15,820	21,240	6
*INDIANA U PA PUNXSUTAWNEY	M	8,820	11,800	6	10,720	14,360	6	13,020	17,460	6	15,820	21,240	6
*LEHIGH COUNTY COMMUNITY COLL		7,500	10,900	..	9,000	12,900	..	10,500	14,900	..	12,000	16,900	..
*NORTHAMPTON CO AREA COMM COL	B	7,750	11,000	..	9,100	13,000	..	10,800	15,000	..	12,500	16,900	..
RHODE ISLAND													
. . . . .													
SOUTH CAROLINA													
. . . . .													
SOUTH DAKOTA													
FREEMAN JUNIOR COLLEGE		5,300	5,800	..	5,800	7,048	..	6,600	9,860	..	7,048	10,804	..
TENNESSEE													
*CHATTANOOGA STATE TECH INST	B	7,340	13,288	..	7,848	15,500	..	9,112	16,940	..	9,872	18,380	..
*CLEVELAND STATE COMM COLLEGE	F	6,200	13,290	..	7,500	15,500	..	7,650	16,940	..	7,800	18,380	..
*COLUMBIA STATE COMM COLLEGE		6,200	13,290	..	7,500	15,500	..	7,650	16,940	..	7,800	18,380	..
*MOTLOW STATE COMM COLLEGE	F,R	6,200	13,290	..	7,500	15,500	..	7,650	16,940	..	7,800	18,380	..

PART B. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1972-73 (CONTINUED)

STATE AND INSTITUTION BY CONTROL	FOOT-NOTE	INSTRUCTOR MINIMUM	INSTRUCTOR MAXIMUM	INSTRUCTOR INCR.	ASSISTANT PROFESSOR MINIMUM	ASSISTANT PROFESSOR MAXIMUM	ASSISTANT PROFESSOR INCR.	ASSOCIATE PROFESSOR MINIMUM	ASSOCIATE PROFESSOR MAXIMUM	ASSOCIATE PROFESSOR INCR.	PROFESSOR MINIMUM	PROFESSOR MAXIMUM	PROFESSOR INCR.
(* PUBLIC INSTITUTION)													
TENNESSEE(CONTINUED)													
*NASHVILLE ST TECH INSTITUTE	B	7,340	13,288	..	7,848	15,500	..	9,112	16,940	..	9,872	18,380	..
*STATE TECH INST AT MEMPHIS	B	7,340	13,288	..	7,848	15,500	..	9,112	16,940	..	9,872	18,380	..
*VOLUNTEER STATE COMM COLLEGE	F	6,200	13,290	..	7,500	15,500	..	7,650	16,940	..	7,800	18,380	..
TEXAS													
*DEL MAR COLLEGE	A,B	8,960	11,460	..	9,800	13,000	..	10,800	14,400	..	11,840	15,840	..
*ODESSA C C MIDLAND CAMPUS		7,700	9,800	..	8,700	10,400	..	9,700	11,300	..	11,000	14,200	..
*TARRANT CO J C NORTHEAST CAM		7,800	9,300	..	8,400	9,900	..	9,000	10,500	..	9,600	11,100	..
*TARRANT CO J C SOUTH CAM		7,800	9,300	..	8,400	9,900	..	9,000	10,500	..	9,600	11,100	..
*WESTERN TEXAS COLLEGE	A	7,385	10,972	..	8,440	11,658	..	9,126	13,082	..	9,812	13,082	..
UTAH													
*DIXIE COLLEGE		6,775	10,227	10	7,114	12,021	12	7,472	13,080	14	9,039	14,036	15
VERMONT													
. . . . .													
VIRGINIA													
*BLUE RIDGE COMMUNITY COLLEGE	A	7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*CENTRAL VIRGINIA COMM COLL	B	7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*DABNEY LANCASTER COMM COLL	B	7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*DANVILLE COMMUNITY COLLEGE		7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*EASTERN SHORE COMM COLLEGE	B	7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*GERMANNA COMMUNITY COLLEGE	B	7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*J SARGEANT REYNOLDS COMM COL	B	7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*JOHN TYLER COMMUNITY COLLEGE	B	7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*LORD FAIRFAX COMM COLLEGE	B	7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*MOUNTAIN EMPIRE COMM COLL	B	7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*NEW RIVER COMMUNITY COLLEGE	B	7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*NORTHERN VIRGINIA COMM COLL	B	7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*PATRICK HENRY COMMUNITY COLL	B	7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*PAUL D CAMP COMMUNITY COLL	B	7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*PIEDMONT COMM COLLEGE	B	7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*RAPPAHANNOCK COMMUNITY COLL	B	7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*SOUTHSIDE VA COMM COLLEGE	B	7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*SOUTHWEST VIRGINIA COMM COLL	B	7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*THOMAS NELSON COMM COLLEGE	B	7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*TIDEWATER COMMUNITY COLLEGE	B	7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*VIRGINIA HIGHLANDS COMM COLL	B	7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*VIRGINIA WESTERN COMM COLL	B	7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*WYTHEVILLE COMM COLLEGE	B	7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
WASHINGTON													
. . . . .													
WEST VIRGINIA													
OHIO VALLEY COLLEGE	B	5,800	7,000	..	6,800	8,300	..	7,800	9,500	..	8,500	10,000	..
WISCONSIN													
. . . . .													
WYOMING													
. . . . .													
CANAL ZONE													
*CANAL ZONE COLLEGE	B	7,746	16,985	..	11,872	16,817	..	13,780	18,072	..	14,833	19,602	..
PUERTO RICO													
*U OF P R HUMACAO REG COLL	Y,A,B	7,200	12,000	5	8,100	12,900	5	9,120	13,920	5	10,380	15,180	5
*U OF PR PONCE REGIONAL COLL	Y,A,B	7,200	12,000	5	8,100	12,900	5	9,120	13,920	5	10,380	15,180	5
VIRGIN ISLANDS													
. . . . .													
GUAM													
. . . . .													
AMERICAN SAMOA													
*COMM COLL OF AMERICAN SAMOA		8,800	12,960	7	10,000	14,480	7	11,200	16,320	7	12,320	18,080	7

FOOTNOTES – PART B

[A] Number of increments varies with level of educational preparation.
[B] Salaries cover range of educational preparation within each rank.
[C] Merit increments are included.
[D] Salaries scheduled for 1971-72; schedule for 1972-73 not available in April 1973.

IV. EXAMPLES OF SALARY SCHEDULES

THIS SECTION contains copies of salary schedules from eight public 2-year institutions. These examples complement those published in earlier editions of this series in order that a review of the total series of reports will show the wide variety of ways in which policies relating to faculty salaries are structured and communicated.

Several of the schedules selected for this edition provide examples of the ways institutions express their salary policies pertaining to faculty in a variety of teaching fields.

These institutions have granted NEA Research permission to reproduce their salary schedules. They are included for illustrative purposes only; therefore, identification has been deleted. The selection of these schedules does not imply endorsement or approval by the National Education Association or NEA Research.

SALARY SCHEDULE OF A PUBLIC 2-YEAR COLLEGE DISTRICT ENROLLING 11,900 STUDENTS ON TWO CAMPUSES

[NAME OF COMMUNITY COLLEGE DISTRICT]

FACULTY SALARY SCHEDULE, 1972-73

STEP	I	II	III	IV	V
1	8,900	9,600	10,340	10,960	11,600
2	9,550	10,150	10,900	11,530	12,140
3	10,090	10,710	11,440	12,070	12,710
4	10,640	11,240	12,010	12,640	13,240
5	11,180	11,810	12,560	13,180	13,820
6	11,750	12,380	13,120	13,740	14,350
7	12,310	12,920	13,660	14,280	14,920
8	12,780	13,400	14,140	14,770	15,390
9	13,250	13,880	14,640	15,320	15,990
10	13,760	14,360	15,120	15,870	16,540
11	14,240	14,850	15,650	16,420	17,090
12	14,710	15,350	16,210	16,970	17,640

Professional Recognition Awards are available to all faculty members who have demonstrated continued professional growth and outstanding service. Eligibility for these cumulative awards of $500 per annum is reached at Steps 15, 18, and 21.

At no cost to the employee, the District provides income protection insurance, complete health and dental care insurance for the employee and his dependents, life insurance for the employee, and a tax-deferred annuity.

COLUMN CLASSIFICATION

Column I. – a. Bachelor's Degree and valid credential or
b. A technical-vocational credential, partial fulfillment, and an Associate Degree or the equivalent.

Column II. – a. Master's Degree and valid credential, or
b. A technical-vocational credential, partial fulfillment, and a Bachelor's Degree, or
c. A technical-vocational credential and an Associate Degree or 60 semester units.

Column III. – a. Master's Degree and 24 semester units subsequent to the date of the Master's Degree and valid credential, or
b. Master's Degree and 60 semester units subsequent to the date of the Bachelor's Degree and valid credential, or
c. A technical-vocational credential, partial fulfillment, and a Master's Degree, or
d. A technical-vocational credential, and a Bachelor's Degree.

Column IV. – a. A Master's Degree and 48 semester units subsequent to the date of the Master's Degree and valid credential, or
b. Master's Degree and 84 semester units subsequent to the date of the Bachelor's Degree and valid credential, or
c. A technical-vocational credential and a Master's Degree.

Column V. – a. Earned Doctor's Degree and valid credential.

PLACEMENT ON THE SCHEDULE

1. Credit for previous experience for placement purposes will be evaluated by the administration.

2. Entering instructors may be placed as high as the eighth step of the salary schedule, although the Board of Trustees has the authority to determine special cases of placement. Credit for previous experience will be granted as follows:

   a. Credit for previous full-time teaching, library, counseling, and/or administrative experience in an accredited public or private school, will be year for year.

   b. Instructors teaching under a technical-vocational credential shall be allowed one step on the salary schedule for every two years of appropriate nonteaching experience beyond the seven years of education and experience required for the credential up to Step 8.

ADVANCEMENT ON THE SCHEDULE

1. Advancement shall be contingent upon the instructor's continued professional growth as outlined in the "Professional Growth Policy." Any units taken for professional growth *or* for change of salary column while employed in the [Name] Community College District must be appropriate to the staff member's assigned duties or to an acceptable plan for professional development in the field of education.

2. Experience on a provisional credential does not count toward tenure.

3. The Board of Trustees reserves the right to withhold a salary increment to any certificated employee who fails to make satisfactory professional improvement after having been notified in writing of areas needing improvement.

4. No change will be made in column classification unless intention to change is filed with the Dean of Instruction prior to June 15 and evidence of completion of the required work for such a change is submitted prior to September 1. It is the responsibility of the individual faculty member to file for

any change in column classification; if he fails to do so prior to the dates indicated above, change of column cannot be made until the following academic year.

Adopted by
Board of Trustees: 7/19/72

Effective: 7/1/72

SALARY SCHEDULE OF A PUBLIC 2-YEAR COMMUNITY COLLEGE SYSTEM WITH TWO CAMPUSES ENROLLING 1,400 STUDENTS

[NAME OF COMMUNITY COLLEGE]

TEACHER PLACEMENT GUIDE AND 185-DAY SALARY SCHEDULE
5% STEP INCREMENTS - $350 CLASS INCREMENTS
1972-73 SCHOOL YEAR

DIVISION	A	B	C	D	E	F	G
Arts + Sci	. . .	. . .	BD + SC	MD	MD + 15	MD + 30	MD + 45
Voc-Tech Related	AD or 60 + SC	AD + 30 or 90 + SC	BD + SC	MD	MD + 15	MD + 30	MD + 45
Voc.	HS + SC	HS + SC + 30	HS + SC + 60	HS + SC + 90	BD	MD	MD + 30
Tech.	. . .	AD or 60 + SC	AD + 30 or 90 + SC	BD + SC	MD or PBTC	MD + 30 or PBTC + 30	MD + 45 or PBTC + 45
Health Occ.	SC	RN or PC + SC	BD + SC	MD	MD + 15	MD + 30	MD + 45
Bsns Occ.	. . .	. . .	BD + SC	MD	MD + 15	MD + 30	MD + 45
STEP	A	B	C	D	E	F	G
0	6,695	7,045	7,395	7,745	8,095	8,445	8,795
1	7,030	7,397	7,765	8,132	8,500	8,867	9,235
2	7,382	7,749	8,117	8,484	8,852	9,219	9,587
3	7,733	8,101	8,468	8,836	9,203	9,571	9,938
4	8,085	8,453	8,820	9,188	9,555	9,923	10,290
5	8,437	8,804	9,172	9,539	9,907	10,274	10,642
6	8,789	9,156	9,524	9,891	10,259	10,626	10,994
7	9,140	9,508	9,875	10,243	10,610	10,978	11,345
8	9,492	9,860	10,227	10,595	10,962	11,330	11,697
9	9,844	10,211	10,579	10,946	11,314	11,681	12,049
10	10,196	10,563	10,931	11,298	11,666	12,033	12,401
11	10,547	10,915	11,282	11,650	12,017	12,385	12,752
12	10,899	11,267	11,634	12,002	12,369	12,737	13,104
13	11,251	11,618	11,986	12,353	12,721	13,088	13,456
14					13,073	13,440	13,808
15	11,603	11,970	12,338	12,705	13,424	13,792	14,159
16						14,144	14,511

ABBREVIATION KEY:

(All numerals indicate Semester Hours)

HS = High School Diploma
AD = Associate Degree
RN = Registered Nurse
PBTC = Post Baccalaureate Teaching Certificate

BD = Baccalaureate Degree
MD = Master's Degree
PC = Professionally Certified in Subject Area
SC = State Certification

(All credit beyond Baccalaureate Degree must be graduate credit)

[NAME] COMMUNITY COLLEGE
1972-73 SALARY SCHEDULE PLACEMENT GUIDELINES

GENERAL GUIDELINES

1. All newly employed teachers will be placed on schedule according to strict interpretation of these guidelines and salary schedule class headings.

2. Currently employed teachers will be reassigned to the appropriate class on this schedule in accord with strict interpretation of these guidelines and salary schedule class headings.

3. In no case may the same years of teaching experience, work experience, or educational credits be counted in meeting more than one criterion for improved schedule placement.

4. Any portion of the schedule or guidelines which refers to college credit or educational degrees shall be interpreted as credit or degrees earned from an educational institution accredited by a regional accrediting association, or recognized and approved by the Department of Education or some other appropriate agency of the state in which the institution is located, unless an exception is so specified in the schedule or guidelines.

CLASS PLACEMENT GUIDELINES

1. The salary schedule carries class headings for six teaching field categories.

2. All college credit hours for placement must be equated in semester hours.

3. It is the responsibility of each individual to provide up-to-date transcripts of college credit to the Superintendent to verify class placement.

4. All credit beyond a Baccalaureate or Master's Degree to be used toward class advancement must have been completed after receipt of said degree.

5. Approval to teach under a temporary certificate will be considered "State Certification". Although not listed on the printed schedule as a criterion for placement, it should be understood that all classification headings demand teaching certification of some type: temporary, renewable, or permanent. IT IS FULLY THE RESPONSIBILITY OF THE INDIVIDUAL TO MEET CERTIFICATION STANDARDS ON A CONTINUING BASIS. A TEACHER CANNOT LEGALLY BE PAID WITHOUT HAVING CURRENT TEACHER CERTIFICATION FROM THE D.P.I. WHICH LEGALLY QUALIFIES HIM FOR HIS ASSIGNMENT.

STEP PLACEMENT GUIDELINES

1. The step scale numbering system starts with "zero" which represents no applicable experience. Past experience of each newly employed instructor will be evaluated and step placement designated accordingly.

2. A maximum of ten years' credit will be granted in step placement of newly appointed teachers.

3. Teachers returning to [Name of Institution] after at least one year's absence will be treated as a newly employed teacher, unless they have been granted an official leave of absence by the college.

4. Credit toward step placement may be either work or teaching experience. Work experience, to be acceptable, must be in a field directly related to the teaching assignment and *must be in excess of that required for state certification.* A maximum of ten years' teaching experience will be accepted toward step placement. A maximum of five years' work experience will be accepted in the Career Education Division toward step placement. In no case will the total credit granted for both work and teaching experience exceed ten years. No credit will be given for partial years of experience.

5. No adjustments will be made in step placement of any currently employed teachers other than the normal one-step improvement for a satisfactory teaching performance during the previous school year, even though past experience may reasonably justify such movement, unless said additional step(s) are granted for instructional excellency.

MISCELLANEOUS CONTRACT CONDITIONS

1. All salaries listed on the schedule are for 185-day contracts. Extended contracts beyond 185 days will be calculated on a per diem basis.

2. Contracts will be drawn for the number of days necessary to cover the planned program of instruction.

3. Teacher loads will remain within state regulations, with continued efforts being made to move toward uniformity in teaching load assignments.

4. Overages are paid according to an established schedule for administration-approved extra-curricular assignments.

[Section on fringe benefits has been deleted]

SALARY SCHEDULE OF A PUBLIC DISTRICT JUNIOR COLLEGE ENROLLING 660 STUDENTS

[NAME OF INSTITUTION]

FACULTY SALARY AND FRINGE BENEFITS
1972 – 1973

QUALIFICATIONS LEVEL	ACADEMIC YEAR† MINIMUM SALARY	INCREMENT INCREASE ON MOVING TO NEXT STEP	NUMBER OF STEPS
Bachelor's Degree or Equivalent	$ 7,000	$300	6
Master's Degree or Equivalent	8,300	400	8
Master's Degree plus 30*	9,100	400	8
Earned Doctorate	10,500	500	10

*For each 8 hours of approved graduate credit taken after the Master's Degree, $200 will be added to the minimum salary with $600 for the earned Doctorate. A statement justifying any graduate work beyond the Master's Degree must be made in writing to the President of the College before final approval can be given for monetary payment for advanced work.

†Two-Hundred dollars less if premium for spouse's hospitalization is paid.

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1. Prior teaching or other appropriate experience, approved by the administration, will be credited in an amount of $200 per year, not to exceed six years of prior experience. Other experience such as high school, industry and military will be evaluated on an individual basis by the administration. This amount will be added to the minimum salary in determining the starting salary of a new employee.

2. Approval for placement at the next step will be authorized to instructors under the following conditions:

   A. The instructor must be recommended by the department coordinator, division chairman, dean and president.

   B. The instructor must earn a minimum of eight semester hours of credit every five years in courses appropriate to his teaching assignment and approved by the administration. Appropriate travel and/or work experience may be approved in lieu of course work.

3. Annual merit increments of up to $500 may be recommended for faculty by division chairmen for outstanding service to the college. This is in addition to the Increment Increase.

4. The number and the amount of the steps listed on this schedule will be studied annually. Periodic changes which are in the best interest of the college will be made.

5. In teaching areas where there is an extreme shortage of qualified applicants available, the administration has the authority to increase the minimum salary.

6. Major duty payment:

   A. Division Chairmen shall receive $500 per annum and a reduced class load to 12 semester hours each semester for performing their administrative duties.

   B. Department Co-ordinators shall receive $250 per annum for performing their administrative duties.

   C. Basketball coach will be paid at the rate of 7% of base salary if teaching a full load in addition to coaching. If not teaching full load adjustment will be made.

   D. Director of Student Activities will be paid at the rate of 4% of base salary for after hours supervision of student activities.

   E. Director of Band will be paid 1½% of base salary per semester for band performances and recruiting if teaching a full load. If not teaching a full load adjustment will be made. Band rehearsals will be part of teaching load on a contract hour basis. Musical director for a musical theatrical production will be paid 1% of base salary.

   F. Director of Choir will be paid 1% of base salary per semester for choir performances and recruiting if teaching a full load. If not teaching a full load adjustment will be made. Choir rehearsals will be part of teaching load on a contract hour basis. Musical director for a musical theatrical production will be paid 1% of base salary.

   G. Director of theatrical production will be paid 2% of base salary per production, not to exceed three per year if teaching a full load. If not teaching a full load adjustment will be made.

   H. Direction of college newspaper will be equivalent to a two hour teaching load each semester. Director of college yearbook will be equivalent to a one hour teaching load each semester.

7. The college will pay the premium for hospitalization insurance for full-time faculty members and spouse in the college group insurance program. Faculty members may purchase hospitalization insurance for other members of their family and other types of insurance on a payroll deduction basis.

8. Fifteen semester hours or the equivalent is the normal teaching assignment for the semester except for instructors teaching at least nine semester hours of English composition, for these instructors the load will be 12 semester hours or 100 students.

9. Part-time instructors teaching during the normal academic year and during a summer school assignment will receive $210 per semester hour taught.

10. Full-time instructors will be paid for overloads and summer school assignments at the rate of 1/30 of his yearly contract per semester hour taught (based on teaching load of 15 hours per semester), excluding any extra pay received for overloads or extra duties during the normal academic year.

SALARY SCHEDULE OF A PUBLIC 2-YEAR COLLEGE ENROLLING 813 STUDENTS

[NAME OF COLLEGE]

SALARY COMPUTATION
1972-73

Instructor _____

Present Rank _____ Tenure? _____

1971-72 Base Salary: $ _____

Extended Contract: _____ Mo. _____

Merit Compensation: _____

Total Salary 1971-72: $ _____

1972-73 Computation

1. Degree: Bach. Equiv. $6253.39 | Bach. $6253.39 | Mast. $7411.39 | MFA/MBA $8568.80 | Doct. $9856.99 $ _____

2. Experience: (Allowable to 16 years max.) _____ @ $260.54 _____

3. Credit Beyond Last Degree: Limits B-40, M-80, D-20 _____ @ $25.72 _____

TOTAL BASE SALARY - 1972-73 (_____ %) $ _____

4. Extended Contract: _____ mo. @ 9% of Base $ _____

5. Merit Compensation $ _____

TOTAL SALARY 1972-73 (_____ %) $ _____

Contract Conditions Assigned:

Dismissal | 1 Year Probation | Normal Contract

Initial Tenure Grant | Rank Promotion to: Inst. Asst-Prof. Assoc-Prof. Prof.

[NAME OF COLLEGE]

[City and State]

Attached are the following documents related to faculty income at [Name of College]:

1. A salary computation sheet (*Note:* salaries vary according to merit compensation whether and how much. This is an annual decision. Award one year does not assure it for another. This is the variable that makes our salary computation other than a lock-step or "egg crate" situation).

2. Average salaries, by rank (*Note:* rank correlates positively, but not perfectly with degrees earned. Exception: people in vocational-technical areas are given at least bachelor's degree or instructor rating when employed).

3. Fringe benefit information (*Note:* this could change in the year ahead if the Legislature enacts legislation to permit the institution to pay full State Retirement or TIAA payments. The proposal will be made. The prospects are good).

SALARY SCHEDULE OF A PUBLIC 2-YEAR COLLEGE DISTRICT ENROLLING 24,200 STUDENTS ON THREE CAMPUSES

[NAME COMMUNITY COLLEGE DISTRICT]

COLLEGE TEACHERS' SALARY SCHEDULE, 1972-73*
(Effective September 5, 1972)

Step	Class H Less than Master's Degree	Class J Master's Degree	Class JK 45 Semester hours after date of BA with MA	Class K 60 Semester hours after date of BA with MA	Class KL 75 Semester hours after date of BA with MA	Class L 90 Semester hours after date of BA with MA
1	$ 9,290	$ 9,880	$10,470	$11,070	$11,660	$12,250
2	9,630	10,230	10,820	11,410	12,010	12,600
3	9,990	10,590	11,180	11,770	12,360	12,960
4	10,360	10,960	11,550	12,140	12,740	13,330
5	10,750	11,340	11,930	12,530	13,120	13,710
6	11,150	11,740	12,330	12,930	13,520	14,110
7	11,560	12,150	12,740	13,340	13,930	14,520
8	11,990	12,580	13,170	13,760	14,360	14,950
9	12,430	13,020	13,610	14,210	14,800	15,390
10	12,880	13,480	14,070	14,660	15,260	15,850
11	13,360	13,950	14,540	15,140	15,730	16,320
12			15,030	15,630	16,220	16,810
13				16,130	16,730	17,320
14						17,840

Teachers with earned doctor's degree (Ph.D., Ed.D. or other earned degrees of equivalent academic status) will receive an additional $600 annually. The doctoral honorarium shall be six percent (6%) of Class J, Step 1 (rounded to nearest $100).

*Compensation rates contained in this salary schedule and the implementing rules and regulations shall remain in effect throughout the 1972-73 school term and the 1973 Summer Session. Any proposed changes in the rates and/or the rules and regulations shall be subject to the "meet and confer" process provided by Education Code Sections 13080-13090.

1.00 *POSITIONS COMPENSATED ON THE COLLEGE TEACHERS' SCHEDULE*

College Teachers' Salary Schedule rates apply to regular contract teachers, librarians, and nurses assigned to [Names of component institutions].

2.00 *DEFINITION OF CLASSES*

To be considered for salary placement purposes, academic degrees and units referred to in sections 2.02 to 2.06 must be earned degrees or units from regularly accredited institutions of higher education. Academic degrees from unaccredited colleges and universities, both foreign and domestic, will only be acceptable after a registrar of a regularly accredited institution of higher education certifies that the degree in question is the equivalent of an earned academic degree granted by his institution.

Accredited Institution of Higher Education means an institution of higher education in the United States, its territories, and the District of Columbia accredited by a United States regional accrediting association which awards accreditation to institutions of higher education as one of its predominant activities or by a recognized professional organization which awards accreditation to institutions of higher education for training in that profession.

2.01 *Class H* Less than a master's degree

2.02 *Class J* Master's degree

2.03 *Class JK* Master's degree with a total of 45 semester hours of approved upper division or graduate work after the date of bachelor's degree.

2.04 *Class K* Master's degree with a total of 60 semester hours of approved upper division or graduate work after the date of bachelor's degree.

2.05 *Class KL* Master's degree with a total of 75 semester hours of approved upper division or graduate work after the date of bachelor's degree.

2.06 *Class L* Master's degree with a total of 90 semester hours of approved upper division or graduate work after the date of bachelor's degree, or earned doctor's degree (Ph.D., Ed.D., or other earned degrees of equivalent academic status).

3.00 *INITIAL PLACEMENT ON THE COLLEGE TEACHERS' SALARY SCHEDULE*

Initial salary placement of newly employed teachers shall be on step one of the appropriate training class as defined in section 2.00. Teachers with prior creditable experience shall be placed on steps 2 through 14 in accordance with sections 3.01 through 3.08.

3.01 *Teaching*—A maximum of nine years prior teaching experience outside the [Name] District is allowable, provided such experience has been continuous, and in a public school system or recognized private school. Teaching experience which is less than ½ time, or less than one month in duration, shall not be credited for placement on the salary schedule. Substitute teaching outside this school district is credited only if full-time, continuous, and at least one month in duration. Hourly teaching outside this school district shall not be credited for salary placement. Credit for Teaching Experience in the [Name] Community College District—All teaching experience in the [Name] Community College District prior to employment by contract shall be credited on the appropriate training class of the salary schedule. Twenty full days of substitute teaching shall be equivalent to one month's service; ninety hours shall be credited as one calendar month. Teachers who have had service with the [Name] Community College District and are re-employed shall be allowed full credit for experience acquired outside the district up to the maximum allowable. This shall be in addition to credit allowed on the salary schedule for creditable prior service with the [Name] Community College District.

3.02 *Military*—Active military service in the armed forces of the United States of America since December 8, 1941 (excluding active duty for training) shall be allowed to the extent of one step for each ten months of verified service to a maximum of three steps full-time credit. The service contemplated in this rule includes active service in any uniform auxiliary (except Merchant Marine service) created or authorized by the Congress of the United States of America, or in the full-time, paid service of the American Red Cross since December 8, 1941.

3.03 *Related*—Credit for approved nonteaching experience is granted on a half-credit basis provided such related experience is in a field corresponding to the teaching assignment or college major. Such experience must have been continuous, of at least three months duration, and the exact dates must be verified. If the work has not been full-time, it will be credited in the same proportionate amount; however, no credit will be granted for experience which is less than ½ time, nor experience which consists of summer work. Verification of the experience is the responsibility of the new staff member if it is to be used for determination of placement on the salary schedule. Related experience credit is allowed only on an original placement and is not subject to review in the event of a change of a teacher's assignment.

3.04 *Peace Corps, VISTA, Teacher Corps*—Service with the Peace Corps or VISTA shall be allowed to the extent of one step for each ten months of verified service to a maximum of two steps full-time credit.

Service with the Teacher Corps in which the trainee had the same duties and responsibilities as regular contract teachers in the district will be credited in the same manner as any other contract teaching service providing the service was full-time. Teacher Corps service not meeting this criterion shall be recognized to the extent of granting one experience step for a complete two-year period of service. No allowance of partial credit will be made for those who do not complete the full two-year service period. Receipt of credit is contingent upon official verification of Peace Corps, VISTA, or Teacher Corps service.

3.05 *Librarians*—A librarian shall receive full credit for previous public school or college library experience and half credit for other library experience.

3.06 *Nurses*—A nurse shall receive the same salary as a regular teacher with equivalent training. Sixty (60) lower division units shall be allowed for the R.N. certificate when this is held without a degree or when earned before a bachelor's degree. Thirty (30) upper division units shall be allowed for the R.N. certificate earned subsequent to the A.B. degree. Public school nursing experience is allowed on a full-credit basis. Other nursing experience is allowed on a half-credit basis.

3.07 *Total Credit*—Total credit allowed for prior teaching experience, related experience, and military service, individually, or combined, shall not result in placement beyond Step 10. All experience (teaching, related, and military service) shall be verified by official documents or statements from employers or other disinterested persons before experience credit shall be allowed. A maximum of ten months' credit shall be granted within any twelve month period (except for military credit). In evaluating prior teaching experience, there must be a minimum of 7½ months of creditable service in order to be granted a full year of experience for salary purposes.

Note: The above credits are allowed only in original placement on salary schedule and are not subject to later review.

3.08 *Vocational Instructors*—Initial placement on the salary schedule will be on Class H (Classes J through L for vocational instructors with master's degree at time of first hire), and will be related, in general, to the prevailing community salary rates for the occupational field in which the vocational instructor is required to have had experience. The prevailing community rate will be determined by the Personnel Division through an analysis of actual salaries paid in the [Name] metropolitan area. The vocational teacher will then be placed on the step of Class H

which will provide an annual salary rate reasonably comparable to the prevailing annual community salary rate (computed by multiplying the appropriate monthly rate by 12). Vocational instructors with earned master's degrees at the time of initial employment as contract teachers may elect to be rated-in under either these rules or the rules for arts and sciences teachers.

Initial salary class placement and subsequent salary class advancement shall be predicated on the academic preparation of the vocational teacher at the time of first contract employment with the district. All course work must be *after the date of first contract employment* except for vocational instructors with master's degrees at the time of initial contract employment.

4.00 *UNDERPAYMENTS OR OVERPAYMENTS*

Proper salary class and step placement is a joint responsibility of the employee and the district. Each teacher is encouraged to keep up-to-date records of college courses he has completed and other accomplishments which apply toward salary class advancement. Should a teacher suspect that he is incorrectly placed on the salary schedule, he should bring this information to the attention of the district immediately.

In the event that an incorrect salary placement results in an underpayment, the district will issue a supplementary warrant for the amount due the teacher. Should the incorrect salary placement result in an overpayment, the district is required to recover the full amount of such overpayment.

5.00 *RULES AND REGULATIONS FOR THE ADMINISTRATION OF THE COLLEGE TEACHERS' SALARY SCHEDULE*

5.01 *Salary Deductions for Certificated Employees Serving Less Than a Full School Year*—As required by Section 13520 of the *[State] Education Code*, a divisor for salary deduction will be used in calculating salaries for contract teachers serving less than a full school year. For 1972-73, this divisor is 176 for 10-month assignments and 247 for 12-month assignments.

5.02 *Service Increments*—A teacher shall be granted one increment for each year of teaching service until the maximum salary of the training class is reached. A year shall be defined as service for 133 or more working days. Service increments are computed on the basis of school term only, i.e., September through June.

5.03 *Transfer from Lower to Higher Salary Class—Salary Placement*—When a teacher has qualified for placement on a higher training class, the teacher shall be transferred to the corresponding step of the new class and allowed any earned increment as if service during the past year had been on the higher class. From that point, the teacher shall advance by annual increments to the maximum of the higher class.

Applications for a transfer to a higher training class for a subsequent year shall be submitted in writing to the Personnel Division before the last day of school. Transcripts of credit must be filed by October 1.

All degrees earned or course work submitted for salary class advancement must have been concluded prior to September 5, 1972.

5.04 *Change in Salary During a School Year*—A teacher's salary cannot be changed during the term of an existing contract between the governing board of the district and the teacher unless there is a change of assignment, duties, and responsibilities.

5.05 *Educational Plans*—Beginning with the 1971-72 school year, each teacher desiring to take college course work for salary advancement purposes shall submit a professional growth proposal outlining the objectives of his proposed plan, the types of course work, degrees, or credentials to be taken, and the institutions from which the work will be taken.

5.06 *Course Work Acceptable for Salary Class Advancement*—Credits shall be allowed as upper division or graduate in accordance with the official transcripts from regularly accredited institutions. Credit for courses taken in armed forces or special projects will be allowed only when

verified by official transcripts issued from regularly accredited training institutions. Lower division courses may be allowed upper division credit for purposes of transfer to a higher classification, provided that the following requirements are met:

5.061 That such lower division work be taken subsequent to employment by the [Name] Community College District in a position requiring certification.

5.062 That final approval of such courses for salary credit be based upon a consideration of the value of the course in improving the professional competence of the individual.

5.063 That all such lower division work must be taken after July 1, 1959, and this rule shall in no way be construed to be retroactive.

5.064 That all such lower division work must be taken at some institution other than one of the [Name] Community Colleges.

Exception—Vocational teachers enrolled in programs leading toward the associate of arts degree may receive salary credit for lower division courses taken in a [Name] Community College provided:

a. The courses are part of the program of courses leading to the associate of arts degree.

b. Written approval of the president of the college is secured prior to enrollment in a lower division course.

5.065 Upper division or graduate work completed prior to the granting of the baccalaureate egree shall be credited in the same manner as work taken after the baccalaureate egree provided that the registrar of the college granting the baccalaureate degree certifies that: (a) the requirements for the baccalaureate degree had been met prior to the start of such additional work; or (b) such additional work was not part of the requirements for the granting of the baccalaureate degree. Section (b) shall apply only to upper division and graduate work taken during the *last* semester, quarter, trimester, or summer term in which course work was also taken to meet baccalaureate degree requirements.

5.066 Credit may be allowed for a repeated course provided at least five years have elapsed between the completion dates of the two courses. Courses are not considered duplicate courses if they are taken at different schools under different instructors even though the course titles may be similar.

5.067 For purposes of salary reclassification, the *total* number of semester hours shown on official transcripts will be rounded to the next larger whole semester hour only if the fraction is ½ or larger, i.e., 29½ semester hours will be counted as 30 semester hours.

5.07 *Salary Credit for Summer Work Experience*—A maximum of four units of salary credit shall be allowed for summer work experience provided (a) the employment is directly related to the fields in which the teacher is rendering service; or (b) the work is of such nature as to provide a substantial increase in the employee's skill in or knowledge or understanding of the basic aspects of his work. Because of the time needed to evaluate the work experience, no salary credit can be allowed the employee until one full year following the summer employment. Additional information and application and verification forms are available in the Personnel Division. *Applications must be filed by the last day of school.*

5.08 *Scholarly and Creative Works*—Credits for salary class advancement can also be earned through scholarly works and creative endeavors. Procedure No. 4770 sets forth the types of activities for which this credit may be authorized and the procedures to be followed.

5.09 *Special Rules and Regulations for Vocational Instructors*

5.091 The salary regulations for vocational instructors shall apply to teachers designated as vocational instructors by the superintendent at the time of first contract employment with the district. Such designation shall only be subject to review upon a change in teaching assignment. Designation as a vocational instructor shall be reserved for those instructors selected on the basis of extensive occupational experience and employed to teach courses in an approved vocational curriculum to prepare students for employment in this occupation or related occupations.

5.092 The salary classes, steps, and rates referred to in these regulations are identical to those contained in the College Teachers' Salary Schedule in effect in the district. Service increments will be granted in accordance with regulations established in the College Teachers' Salary Schedule.

5.093 *Salary Class Advancement for Vocational Instructors*

	Preparation Level at Time of First Contract Employment		
	Less than Bachelor's Degree	Bachelor's Degree	Master's Degree
Initial Placement	Class H	Class H	Classes J, JK, K, KL, L as defined for arts & sciences teachers
Class J	1. 15 approved sem. hours, and 2. Clear voc. credential	1. 15 approved sem. hours, and 2. Clear voc. credential	
Class JK	1. 30 approved sem. hours	1. 30 approved sem. hours	
Class K	1. 45 approved sem. hours, and 2. A.A. degree*	1. 45 approved sem. hours	
Class KL	1. 60 approved sem. hours, and 2. B.A. degree**	1. 60 approved sem. hours, and 2. M.A. degree	
Class L	1. 75 approved sem. hours, and 2. B.A. degree	1. 75 approved sem. hours, and 2. M.A. degree	

*Teachers employed prior to September 8, 1969 may meet this requirement with a total of 60 semester hours.

**Persons employed prior to September 1951 will be considered to have the equivalent of a bachelor's degree if they have completed a total of 120 semester hours of approved college work.

5.094 In order to be credited for advancement on the salary schedule, any college course taken after date of first contract employment with the district (or completed after July 1, 1958 if employment was prior to this date) must be those: (1) necessary for completion of [State] credential requirements; or (2) required as part of a program leading to an associate of arts, a bachelor's, a master's or doctor's degree; or (3) related to the major or minor area of teaching and concurred in by the Dean of Vocational Education and the Director of Vocational Education prior to enrollment in the course. Courses may be lower division, upper division, or graduate level, provided they meet the criteria specified above.

[The following sections have been deleted]

- Leaves of absence and compensation
- Method of payment
- Special compensation
- Compensation for noncontract services (temporary, substitute, and extended day assignments).

SALARY SCHEDULE OF A PUBLIC JUNIOR COLLEGE DISTRICT ENROLLING 9,100 STUDENTS ON THREE CAMPUSES

FACULTY SALARY CODE

[NAME OF THE JUNIOR COLLEGE DISTRICT]

[City and State]
1972-73

(1.1) INDEX SALARY SCHEDULE

The index salary schedule is intended to provide and maintain salary relationships.

(1.2) ADMINISTRATION OF THE SALARY SCHEDULE AND CODE

The Chancellor of the District, with assistance from the Director of Human Resources, shall be responsible for administration of the salary schedule and related code.

(1.3) FACULTY

1.31 The term faculty member shall refer to instructors, counselors, and librarians.

1.32 Department chairmen are faculty members performing some administrative tasks and/or duties.

(1.4) COLUMN DEFINITIONS

The salary schedule consists of five columns defined as follows:

1.41 Column I: (A) Bachelor's degree from an accredited institution in the teaching or related field (or)

(B) For vocational-technical faculty members:

(1) Four years of occupational experience and/or academic preparation, all in the teaching field;

(2) Two-year vocational-technical certificate. Five-year vocational-technical certificate required for advancement beyond Step 6.

To qualify under (B), both requirements must be met.

1.42 Column II: (A) Master's degree from an accredited institution in the teaching field, or Master's degree from an accredited institution with 45 semester hours in the teaching field, at least 15 of which are graduate hours (or)

(B) For vocational-technical faculty members:

(1) Four years of occupational experience and/or academic preparation, all in the teaching field;

(2) Sixty-two semester hours of professional preparation from an accredited institution in addition to credits used to meet requirement 1;

(3) Two-year vocational-technical certificate. Five-year vocational-technical certificate required for advancement beyond Step 6.

To qualify under (B), all three (3) requirements must be met.

1.43 Column III: (A) Master's degree from an accredited institution (as required under 1.42A) with 20 semester hours approved credit beyond the Master's degree, or Master's degree from an accredited institution with 50 approved post-bachelor's semester hours in the teaching or related field (or)

(B) For vocational-technical faculty members:

(1) Bachelor's degree from an accredited institution in the teaching or related field;

(2) Four years of occupational experience and/or academic preparation, all in the teaching field, not used to meet requirement 1;

(3) Two-year vocational-technical certificate. Five-year vocational-technical certificate required for advancement beyond Step 6.

To qualify under (B), all three (3) requirements must be met.

1.44 Column IV: (A) Master's degree from an accredited institution (see 1.42A) with 40 semester hours of approved credit beyond the Master's degree, or Master's degree from an accredited institution with 70 approved post-bachelor's semester hours in the teaching or related field or)

(B) For vocational-technical faculty members:

(1) Bachelor's degree from an accredited institution in the teaching or related field;

(2) Four years of occupational experience and/or academic preparation, all in the teaching field, not used to meet requirement 1;

(3) Master's degree from an accredited institution in the teaching or related field, or 40 semester hours of approved credit in addition to those credits used to meet requirements 1 and 2;

(4) Two-year vocational-technical certificate. Five-year vocational-technical certificate required for advancement beyond Step 6.

To qualify under (B), all four (4) requirements must be met.

1.45 Column V: An earned Doctorate from an accredited institution in the teaching field, or an earned Doctorate from an accredited institution with a minimum of 30 graduate semester hours in the teaching or related field beyond the Master's degree.

(1.5) INITIAL PLACEMENT

1.51 New faculty members shall be placed on the salary schedule according to the academic or the vocational-technical requirements listed in Section 1.4. Vocational-technical faculty shall be defined as faculty members who are assigned a teaching load consisting of at least 50 per cent vocational-technical courses.

1.52 New faculty members shall be placed on the salary schedule in the column for which they qualify. Faculty with no prior experience shall be placed on Step 1. Prior experience related to the faculty member's teaching field shall be evaluated according to the following guidelines:

(A) One (1) step for each year of full-time college level instruction up to a maximum of three (3) steps;

(B) One (1) step for each two (2) years of other full-time teaching experience or other acceptable full-time experience in the teaching field to a maximum of two (2) steps;

(C) Years of business, industry or research experience used for column placement shall not be considered for step placement;

(D) Part-time experience shall not be counted for step or column placement;

(E) Any combination of (A) and (B) shall not exceed the maximum of three (3) steps.

(1.6) ADVANCEMENT AND PROFESSIONAL GROWTH

1.61 A faculty member shall be advanced in the column for which he qualifies at the rate of one step for each completed academic year of acceptable service until he reaches the maximum salary for this column except as limited by Section 1.65. Advancement shall be effective at the beginning of each academic year.

1.62 Upon completing fifteen (15) years of full-time service to the District and the Junior College of [City and State], a faculty member shall receive one additional salary increment equal to 0.05 of the salary schedule base (Column II, Step 1). This service interval shall be continuous unless termination has been involuntary. Computation of this service interval shall include sabbatical and professional leaves of absence which can be counted toward advancement on the salary schedule. Part-time employment shall not be counted in any manner.

1.63 Sabbatical leave or professional leave of absence shall not constitute a break in service to the District. This service shall be credited for step advancement on the salary schedule as outlined in Section 1.61.

1.64 Following a leave for military or national service during a time of emergency or leave for compulsory military or national service, a faculty member shall be entitled to salary level increments corresponding to the years of active service upon resumption of employment with the District, provided arrangements are made within ninety (90) days after release from service to resume employment on an agreed date.

1.65 For vocational-technical faculty members at Step 6 or greater a five-year vocational-technical certificate is required for any further step advancement on the salary schedule. Service accrued during a period of nonadvancement due to this requirement may not be counted for step advancement, longevity, or seniority. If the certificate is obtained on or before August 25 of the academic year, a new contract shall be issued at the next salary level.

1.66 A faculty member who meets the requirements for horizontal column advancement shall be advanced and issued a new contract at the same step provided evidence of the completion of the requirements is submitted in the form of an official transcript or certification to the Director of Human Resources, on or before August 25 of the academic year. For column advancement (Section 1.4) the only sequences allowed will be:

(A) Column IA to Column IIA to Column IIIA to Column IVA to Column V

(B) Column IB to Column IIB to Column IIIB to Column IVB to Column V

(C) Exceptions to Sections 1.66A and 1.66B may be made by the Chancellor upon recommendation by the President of the College and upon consultation with the Chairman of the Academic Senate Salary Committee.

(1.7) RECLASSIFICATION

New criteria established for column placement shall apply only to new faculty members unless the salary code adopted by the Board of Trustees specifically provides for the reclassification of current faculty members.

(1.8) APPROVED CREDIT FOR ADVANCEMENT

1.81 Graduate work at an accredited institution of higher education in the teaching field(s).

1.82 Graduate work at an accredited institution of higher education in a related field. Written approval prior to enrollment by the District Director of Human Resources with the advice of the appropriate Dean of Academic Affairs and department chairman is necessary for acceptance of this credit.

1.83 Academic work designed to increase the competence of the faculty member and/or to increase the value of the faculty member in terms of service to the District. Proposed course(s) must be submitted in writing to a committee comprised of the District Director of Human Resources, the Dean of Academic Affairs, the department chairman, and a faculty member of the relevant discipline, along with a statement concerning how the proposed course(s) will add to the professional growth of the faculty member. Course work taken at the request of the District shall qualify under this category. This committee shall make a recommendation to the Chancellor regarding the request for credit for advancement. Upon approval of the Chancellor the Director of Human Resources shall record the credit for the faculty member.

1.84 Institutes not issuing college credits, technical training, and approved professional experience, completed by faculty members to increase teaching proficiency may be considered for approved credit for advancement according to Section 1.66A or 1.66B. This proposed training must be submitted to a committee, as described in Section 1.83. Approval must be obtained from the committee before the work is finished. The training, if approved, must add to teaching ability more than, or equivalent to, credit courses offered at colleges and universities. Final approval for credit will be given after evidence of satisfactory completion of work has been filed with the Director of Human Resources.

(3.1) ACADEMIC SENATE SALARY COMMITTEE

A committee shall be selected by the Academic Senate to study current salary conditions and recommend revisions in the salary schedule and related code to the Senate.

(3.2) EXCEPTIONS

Exceptions to this salary code are permissible upon consultation with the chairman of the Salary Committee and the President of the college by the Director of Human Resources. He shall forward his recommendations for the Chancellor's and Board of Trustees' approval.

(3.3) EFFECTIVE DATE OF SALARY CODE

The salary code shall become effective upon approval by the Board of Trustees and shall be applied to all contracts effective for the 1972-73 academic year.

[NAME OF JUNIOR COLLEGE DISTRICT]

FACULTY SALARY SCHEDULE
1972-73

	I	II	III	IV	V
13					1.90 16,530
12	1.45 12,615	1.55 13,485	1.65 14,355	1.75 15,225	1.85 16,095
11	1.40 12,180	1.50 13,050	1.60 13,920	1.70 14,790	1.80 15,660
10	1.35 11,745	1.45 12,615	1.55 13,485	1.65 14,355	1.75 15,225
9	1.30 11,310	1.40 12,180	1.50 13,050	1.60 13,920	1.70 14,790
8	1.25 10,875	1.35 11,745	1.45 12,615	1.55 13,485	1.65 14,355
7	1.20 10,440	1.30 11,310	1.40 12,180	1.50 13,050	1.60 13,920
6	1.15 10,005	1.25 10,875	1.35 11,745	1.45 12,615	1.55 13,485
5	1.10 9,570	1.20 10,440	1.30 11,310	1.40 12,180	1.50 13,050
4	1.05 9,135	1.15 10,005	1.25 10,875	1.35 11,745	1.45 12,615
3	1.00 8,700	1.10 9,570	1.20 10,440	1.30 11,310	1.40 12,180
2	.95 8,265	1.05 9,135	1.15 10,005	1.25 10,875	1.35 11,745
1	.90 7,830	1.00 8,700	1.10 9,570	1.20 10,440	1.30 11,310

Approved by the
Board of Trustees
May 4, 1972

[The following sections were deleted]:

- Probationary period
- Sabbatical leave
- Professional leaves of absence without pay
- Sick leave
- Personal leave
- Maternity leave
- Jury or court attendance
- Academic year
- Summer work
- Overload, part-time and substitute rates of pay
- Fringe benefits
- Faculty pay days

SALARY SCHEDULE OF A PUBLIC TWO YEAR COMMUNITY COLLEGE WITH TWO CAMPUSES ENROLLING 1,400 STUDENTS

Revised Spring, 1972

[NAME OF INSTITUTION]

ADMINISTRATIVE SCALE:

Level 1	Superintendent	$22,000 – 28,000
Level 2	Directors (Area) Assistant Superintendent (Area)	16,000 – 20,000
Level 3	Research & Development (Area)	14,000 – 18,000
Level 4	Assistant Directors (Area) Admission Officer (Area) Registrar (Area) Student Activity Director (Center) Counselors (Center) Registrar (Center) Admissions (Center) Student Personnel (Center) Business Manager (Center) Section Heads (Center) College Information Officer	10,000 – 16,000
Level 5	Department Chairman (5 and over faculty Members)	Base + 10%
	Instructor-Coordinator—Less than 5 faculty members	Base + range of 5% - 8%

PAY SCALE FOR PART-TIME FACULTY:

1. Part-time regular: 1/75th of 12 month base for each one quarter hour taught.

2. Substitute pay:

   V-T – $30.00 per six hour day or union scale

   BS – Base salary divided by 350 = daily rate

   MA – Base salary divided by 350 = daily rate

[NAME OF INSTITUTION]
VOCATIONAL-TECHNICAL SALARY SCHEDULE & BENEFITS
FOR 12 MONTH CONTRACT

NON-DEGREE

Increment Steps		INDEX RANGE Columns						
		1	2	3	4	5	6	7
0	3%	0.72	0.78	0.84	0.90	0.96	1.02	1.08
1	3%	0.75	0.81	0.87	0.93	0.99	1.05	1.11
2	3%	0.78	0.84	0.90	0.96	1.02	1.08	1.14
3	3%	0.81	0.87	0.93	0.99	1.05	1.11	1.17
4	3%	0.84	0.90	0.97	1.02	1.08	1.14	1.20
5	8%	0.92	0.98	1.02	1.10	1.16	1.22	1.28
6	3%	0.95	1.01	1.05	1.13	1.19	1.25	1.31
7	8%	1.03	1.09	1.13	1.21	1.27	1.33	1.39
8	3%	1.06	1.12	1.16	1.24	1.30	1.36	1.42
9	3%	1.09	1.15	1.19	1.27	1.33	1.39	1.45
10	3%	1.12	1.18	1.22	1.30	1.36	1.42	1.48
11	3%	1.15	1.21	1.25	1.33	1.39	1.45	1.51
12	3%	1.18	1.24	1.28	1.36	1.42	1.48	1.54
13	3%	1.21	1.27	1.31	1.39	1.45	1.51	1.57
14	3%	1.24	1.30	1.34	1.42	1.48	1.54	1.60
15	3%	1.27	1.33	1.37	1.45	1.51	1.57	1.63
DEGREE								
0				1.00	1.05	1.10	1.15	1.20
1	3%			1.03	1.08	1.13	1.18	1.23
2	3%			1.06	1.11	1.16	1.21	1.26
3	3%			1.09	1.14	1.19	1.24	1.29
4	3%			1.12	1.17	1.22	1.27	1.32
5	8%			1.20	1.25	1.30	1.35	1.40
6	3%			1.23	1.28	1.33	1.38	1.43
7	8%			1.31	1.36	1.41	1.46	1.51
8	3%			1.34	1.39	1.44	1.49	1.54
9	8%			1.42	1.47	1.52	1.57	1.62
10	3%			1.45	1.50	1.55	1.60	1.65
11	3%			1.48	1.53	1.58	1.63	1.68
12	3%			1.51	1.56	1.61	1.66	1.71
13	3%			1.54	1.59	1.64	1.69	1.74
14	3%			1.57	1.62	1.67	1.72	1.77
15	3%			1.60	1.65	1.70	1.75	1.80

1.00 = $8,235 (To determine salary, multiply index times $8,235)

EXPLANATIONS:

1. Base salary = $8,235. To determine salary, multiply index times base salary. Example: An instructor is on Step 5 of Column 2 or Index 0.98. Salary is 0.98 x $8,235 = $8,070.

2. Basic requirements for non-degree personnel: Six-year training period (in business or industry) for Step 0. Allowance may be made for up to 8 full years for pertinent experience. "Training period" is defined as four-year learning period plus two years of work experience as a journeyman or equivalent, or six years work experience, if no formal training period.

3. Personnel who meet the work experience requirement explained in No. 2 and hold degrees in their respective fields will be eligible for placement on the Vocational-Technical degree schedule.

4. Definition of columns:

   Column 1 - Vocational instructors, level I
   Column 2 - Vocational instructors, level II
   Column 3 - Skilled trades, health occupations, agriculture occupations instructors, etc., level I
   Column 4 - Skilled Trades instructors, level II; Distributive, metals, business and office instructors.
   Column 5 - Technical instructors
   Column 6 - Industrial technology, electronics instructors, etc.
   Column 7 - Electronic data process programming instructors, etc.

5. This salary schedule should be treated as a guide for the Board of Directors. The board reserves the right to alter and make adjustments, subject to changes in the economy and the supply and demand for personnel, as well as for merit.

6. Credit will be allowed for applicable experience in business or industry, with special consideration given for teaching in business or industry. Normally, incoming teachers will not be placed on a salary position beyond the salary of teachers currently on the staff in like position by experience and training. (See Clause 16)

7. This is a 12-month schedule. Vocational-technical instructors appointed for less than a 12-month period will have their salary reduced at the rate of 1.8% per week for each week (up to ten weeks) not under appointment.

8. The contract year is considered to start September 1 and end August 31.

9. Instructors on a 12-month contract are eligible for four weeks of vacation each year. These normally cannot be taken consecutively and must be approved by divisional director or head. See official college calendar for further information on vacation periods.

10. The board reserves the right to hold a teacher at the same step or advance the teacher more than one step a year. No advance will be granted unless service to the students and the institution is evaluated as effective.

12. Adjustment in the salaries will be made every two years to compensate for any changes in the "cost of living".

16. Supply, demand, merit and institutional effectiveness will be used in determining at what place an appointee will be placed on the salary schedule within the ranges specified.

[NAME OF INSTITUTION]

SALARY SCHEDULE & BENEFITS

COLLEGE PARALLEL
FOR 12 MONTH CONTRACT

	IV MA INDEX	V MA + 15 INDEX	VI MA + 30 INDEX	VII MA + 45 INDEX	VIII MA + 60 INDEX
0	1.00	1.04	1.08	1.12	1.16
1	1.03	1.07	1.11	1.15	1.19
2	1.06	1.10	1.14	1.18	1.22
3	1.09	1.13	1.17	1.21	1.28
4	1.12	1.16	1.23	1.27	1.34
5	1.20	1.24	1.31	1.35	1.42
6	1.23	1.31	1.39	1.43	1.50
7	1.26	1.34	1.42	1.48	1.55
8	1.29	1.37	1.45	1.53	1.60
9	1.32	1.40	1.48	1.56	1.64
10	1.35	1.43	1.51	1.59	1.67
11	1.38	1.46	1.54	1.62	1.70
12	1.41	1.49	1.57	1.65	1.73
13	1.44	1.52	1.60	1.68	1.76
14	1.47	1.55	1.63	1.71	1.79
15	1.50	1.58	1.66	1.74	1.82

1.00 = $9,000 (To determine salary, multiply index times $9,000).

1. This salary schedule should be treated as a guide for the Board of Directors. The board reserves the right to alter and make adjustments, subject to changes in the economy and the supply and demand for personnel, as well as for merit.

2. Prior experience allowed for new personnel:

   a. One-half of high school experience up to 10 years
   b. Full credit for first five years college teaching experience plus one-half credit for experience beyond five years.
   c. Normally, incoming teachers will not be placed on a salary position beyond the salary of teachers currently on the staff in like position by experience and training. (See Clause 15)

3. This is a twelve-month schedule. An instructor who chooses to be on appointment for less than twelve months may, with approval, reduce his contract year up to ten weeks. For each week of reduction, the salary will be reduced 1.8%.

4. The contract year is considered to start September 1 and end August 31.

5. Instructors on a twelve-month contract are eligible for four weeks of vacation each year. These normally cannot be taken consecutively and must be approved by divisional director or head. See official college calendar for further information on vacation periods.

6. Placement in a column shall be made after evaluation of graduate credits earned. Only credits appropriate to the instructor's field shall apply. Notice of eligibility for advancement should be given by June 1 each year on a tentative basis for budget purposes and final notice should be filed with the superintendent by September 1. Transcripts of credit must be on file by September 20.

7. Extra pay schedule: (Use 12-month base pay if activity continues to require time during summer.)

Athletic Director		6%	Drama	4%
Head Coach:	Basketball	10%	Speech	3%
	Baseball	6%	Debate	3%
	Track	6%	Newspaper Sponsor	5%
	Golf	4%	Supervisor of Cheerleaders	2%
	Tennis	4%	Annual Sponsor	5%
Assistant Coach:			Faculty Adv. Student Clubs	3%
	Basketball	5%	Sorority Sponsor	2%
	Baseball	3%	Intramurals Coordinator	5%
	Track	3%		
	Golf	2%		
	Tennis	2%		

8. The board reserves the right to hold a teacher at the same step or advance the teacher more than one step a year. No advance will be granted unless service to the students and the institution is evaluated as effective.

12. Adjustment in the salaries will be made every two years to compensate for any changes in the "cost of living".

15. Supply, demand, merit, and institutional effectiveness will be used in determining at what step an appointee will be placed on the schedule within the ranges as specified.

[The following sections were deleted]

- Sick leave
- Physical examinations
- Retirement
- Family emergency leave
- Sabbatical leave

SALARY SCHEDULE OF A STATE-WIDE SYSTEM OF PUBLIC COMMUNITY COLLEGES

[NAME OF COMMUNITY COLLEGE]

SALARY & RANK POLICIES: EFFECTIVE SEPTEMBER 15, 1972

Professional staff members will be appointed, and promoted to professional ranks according to the following minimum qualifications. Neither appointments nor promotions are automatic at the ranks indicated on the basis of attainment or minimum qualifications. Appointments and promotions are decided in individual cases according to the quality of training and experience, and their appropriateness to the position to be filled.

SALARY SCHEDULE **Faculty Salaries (10 Month Contract) Effective September 15, 1972**

Rank	Salary group	Minimum qualifications			Annual steps					
		Degree	Experience	1 (Incr.)	2	3	4	5	6	7
Librarian I	10	BSLS	1	$ 7,355	$ 7,617	$ 7,879	$ 8,141	$ 8,403	$ 8,665	$ 8,927
		BA or equiv.	1	(262)						
Librarian II	13	MSLS	1	8,522	8,872	9,222	9,572	9,922	10,272	10,622
		MA	2	(350)						
Assist. Instructor	13	BA		8,522	8,872	9,222	9,572	9,922	10,272	10,622
				(350)						
Librarian III	15	MSLS/30 hrs. or	3	9,441	9,812	10,183	10,554	10,925	11,296	11,667
		BA/18 hrs. +	6	(371)						
Instructor	17	Doctorate								
		6th yr. or equiv.	1	10,479	10,872	11,265	11,658	12,051	12,444	12,837
		MA or equiv.	2	(393)						
Assist. Professor	19	Doctorate	2							
		6th yr. or equiv.	4	11,636	12,051	12,466	12,881	13,296	13,711	14,126
		MA or equiv.	6	(415)						
Assoc. Professor	23	Doctorate	6							
		6th yr. or equiv.	9	14,102	14,648	15,194	15,740	16,286	16,832	17,378
		MA or equiv.	12	(546)						
Professor	26	Doctorate	9							
		6th yr. or equiv.	12	16,398	17,010	[illegible]	18,234	18,846	19,458	20,070
		MA or equiv.	15	(612)						
Lecturer		BA varied according to individual circumstances.								

[Schedule of administrative salaries has been deleted.]

HIGHER EDUCATION STAFF WITH AFFILIATED STATE ASSOCIATIONS
1972 - 1973

* – State Association Executive Secretary

ALABAMA EDUCATION ASSOCIATION–Don Hendren
ARIZONA EDUCATION ASSOCIATION–W. Russel Killip
ARKANSAS EDUCATION ASSOCIATION–*Forrest Rozzell
CALIFORNIA TEACHERS ASSOCIATION–Scott FitzRandolph, Robert Pietrowski, George Starrett, William D. Hayward, Dirck Brown
COLORADO EDUCATION ASSOCIATION–Mel Mickelson, David Reinke
CONNECTICUT EDUCATION ASSOCIATION–Ronald Erickson
DELAWARE STATE EDUCATION ASSOCIATION–Larry Hutchins
FLORIDA EDUCATION ASSOCIATION, INC.–Edna Tait
GEORGIA ASSOCIATION OF EDUCATORS–*Carl V. Hodges
HAWAII–COLLEGE AND UNIVERSITY PROFESSIONAL ASSOCIATION–Ralph Kiyosaki
IDAHO EDUCATION ASSOCIATION–Robert C. Day
ILLINOIS EDUCATION ASSOCIATION–Edward Isaac
INDIANA STATE TEACHERS ASSOCIATION–Roger Fierst, Dale E. Harris, Ernest Horn, Robert Peterson, Gerald Pearson
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